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IMPACT OF HUMAN CAPITAL INVESTMENT ON NATIONAL INCOME IN NIGERIA

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Abstract
Investment in education and health are considered as human capital development. There are three main components of ‘human capital’ which are early ability (whether acquired or innate), qualifications and knowledge acquired through formal education; and skills, competencies and expertise acquired through training on the job. This study employed ADF unit root test, Johansen co-integration test and fully modified OLS of the time series data from 1981 to 2013. This study concludes that in the long run public spending and post-secondary school enrolment as an investment approach in human capital exhibit significant impact on per capita income in Nigeria, though government budgetary allocation to health sector exhibits negative impact. This study recommends that the government should integrate training and skill acquisition as an integral part of the post-secondary school curriculum. Since training add value to class room learning and breeds innovation. The culture of volunteer service by secondary school levers in small and medium enterprise should be encouraged.

Keywords: Investment, Human Capital

Introduction
The concept of human capital refers to the abilities and skills of human resources of a country while human capital formation refers to the process of acquiring and increasing the number of people who have the skills, good health, education and experience that are critical for employment and economic growth. Thus, investment in education and health are considered as human capital development. There are three main components of ‘human capital’ which are early ability (whether acquired or innate), qualifications and knowledge acquired through formal education; and skills, competencies and expertise acquired through training on the job. However, evidence from literatures points that it is possible to have a positive or a negative relationship between growth and unemployment, depending on the value of the elasticity of substitution between low and high-skilled workers (human capital) and the institutional structure of the economy (Quintana & Royeela, 2012; Bakare, 2012; Hodge, 2009; Berument, Dogan & Tansel, 2006; Zavodny & Zha, 2000).

Empirical investigation from various studies revealed that adequate investment in human capital serves as a catalyst for improved productivity, economic growth and development (Lawanson & Marimathu, 2009; Bakare, 2006; Sanusi, 2003; Usman, 1986). However, most of the empirical analysis of knowledge based economy in developing country focused only on government spending on education and health neglecting the role of the post-secondary enrolment on manpower capacity development. According to a study by Hiro and Robert (2004), where the authors used the numbers of students as a percentage of the working age population (15 to 64 years old) as a proxy for investment by individuals in human capital development. They found that individuals in states that have high unemployment rate are more likely to invest in education and training. This fits with the general observation that individuals are more likely to invest in education and training when facing unfavourable employment situations at economic downturns not minding the investment of the government in human capacity development which is a noticeable trend in Nigeria.

The findings from this study could also provide a guide regarding economically sensitive policies since most economic policies that are directed to ease unemployment rates stem from approaches assuming that unemployment is directly linked with economic growth without considering the influence of formal manpower. Any increase in the rates of growth must be associated with quality human capacity which is a correct economic argument but limited in certain situations as evidence in Nigeria. Then, what is the effect
of public human capital investment on per capita income in Nigeria? Also, how does post-secondary enrolment impact on per capita income in Nigeria?

**Literature Review**

Literature highlighted different ways to enhance human capital development via formal education at the elementary, secondary and tertiary level, on the job training, study programme for adult, adequate equipping of health facilities for affordable and quality healthcare services and labour market information system among others. Human capital development could reduce widespread poverty, unemployment and inequality leading to inclusive growth and economic development in any economy.

**Theoretical Review**

**Reviewed Romer's Theory**

Romer takes a different approach to accounting for technological progress in his article published in 1990. While he saw knowledge as part of the aggregate capital $K$ and related technological progress to an increase in capital/labour ratio in his 1986 article, Romer focused this time on the production of knowledge by research workers. This model assumes that technological knowledge is labour-augmented, enhancing their productivity.

The production function is expressed as:

$$Y = K^a (AL)^{1-a}$$  

so that $AL$ denotes a knowledge-adjusted workforce.

Further, the model assumes that workers create technological knowledge. In a simple form, this is expressed as:

$$\frac{dA}{dt} = \delta H_A A$$  

where $H_A$ is human capital of workers and $\delta$ is a parameter. It is plain to see that the more researchers, the more new ideas are created, and the larger the existing stock of knowledge $A$, the more new ideas are produced (i.e. effect of externalities).

Equation (ii) shows that the rate of technical progress will be determined by the stock of human capital of research workers. In other words, an economy with a larger total stock of human capital will grow faster (Romer, 1990). It is worth emphasizing that unlike his previous model, the second Romer model explicitly recognizes the role human capital plays in economic growth. Also the model differs from human capital models such as the one developed by Becker et al. (1990) that treats all forms of intangible knowledge as being analogous to human capital skills that are rival and excludable. The second Romer model includes two distinct ways in which knowledge enters production. One is the contribution of new ideas (or designs in Romer’s term) to producing new goods. Research workers employed by firms undertake the production of new designs. New designs are no rival but excludable as their property rights are protected by patents. At the same time, new designs also increase the total stock of knowledge shared by the community of research workers and thereby increase the productivity of human capital in the research sector as a whole. Knowledge spillovers imply externalities: knowledge is thus non-excludable in this realm (Romer, 1994).

**Endogenous Growth Theory**

Endogenous growth is long-run economic growth at a rate determined by forces that are internal to the economic system, particularly those forces governing the opportunities and incentives to create technological knowledge. In the long run the rate of economic growth, as measured by the growth rate of output per person, depends on the growth rate of total factor productivity (TFP), which is determined in turn by the rate of technological progress. The neoclassical growth theory of Solow (1956) assumes the rate of technological progress to be determined by a scientific process that is separate from, and independent of, economic forces.

Neoclassical theory thus implies that economists can take the long-run growth rate as given exogenously from outside the economic system. Endogenous growth theory challenges this neoclassical view by proposing channels through which the rate of technological progress, and hence the long-run rate of economic growth, can be influenced by economic factors. It starts from the observation that technological progress takes place through innovations, in the form of new products, processes and markets, many of which are the result of economic activities. For example, because firms learn from experience how to produce more efficiently, a higher pace of economic activity can raise the pace of process innovation by giving firms more production experience. Also, because many innovations result from Research and
Development expenditures undertaken by profit-seeking firms, economic policies with respect to trade, competition, education, taxes and intellectual property can influence the rate of innovation by affecting the private costs and benefits of doing Research and Development. The empirical evidence on the relative effect of public and private investment on growth has been limited. A number of recent studies have concluded that private investment has a larger positive impact on growth than public investment (Khan & Reinhart, 1990; Coutinho & Gallo, 1991; Serven & Solimano, 1990)

**Empirical Review**

There is an extensive literature estimating the impact of education expenditures on income (Bensi et al. 2004); economic growth (Keller 2006); income inequality (Sylveste 2002; Biggs & Jayasri 1999); school enrollment (Lopez-Acevedo & Salinas, 2000; Matthew, 2011; Kanayo, 2013) and poverty (Gustafsson & Li, 2004). Other studies look at the impact of public investment in particular support program on firm level productivity (Bhorat & Lundall 2004; Marshall et al. 1993; Smallbone et al. 1993); individual earnings, employment probabilities (Lechner 2000; Jenkins et al. 2003) and welfare of the disabled (Chatterjee & Mitra 1998). Matthew (2011) as well as Oluwatobi and Ogunrinola (2011) found that government recurrent expenditure on education and health, enrollment in both primary and tertiary institutions have positive and significant effect on economic growth in Nigeria. Kanayo (2013) also confirmed that government expenditure on education and primary school enrollment were both positive and significant but tertiary institution enrollment was insignificant in his study. Also some studies in Nigeria confirmed that there is a positive relationship between human capital development and economic growth in Nigeria (Isola & Alani, 2012; Johnson, 2011; Sankay, Ismail & Shaari, 2010; Dauda, 2010) but other studies refuted such relationship (Amassoma & Nwosa, 2011).

**Methodology**

This study employed secondary time series data covering 1981 to 2013 sourced from the Statistical Bulletin of Central Bank of Nigeria (2013) total government expenditure on education and health while post-secondary school enrolment was sourced from World Development Index of 2014. Then, conducted ADF unit root test, Johansen co-integration test and Fully Modified Ordinary Least Square.

**Theoretical Framework**

McMahon (1998) and Oketch (2006) implicit production function was stated as:

\[ Y_t = Y(K_t, H_t, N_t) \]  

Where, \( Y \) = aggregate output, \( K \) = stock of physical capital, \( H \) = stock of human capital and \( N \) = aggregate employment of the economy and \( t \) = time.

This study however, modified equation 1 as follows;

\[ Y_t = Y(K_t, H_t) \]  

Totally differentiating the reduced form of equation (2), with respect to time \( t \) and dividing through by \( Y \), we have:

\[ \frac{\delta Y}{\delta t} = \frac{\delta Y}{\delta K} \frac{\delta K}{\delta t} + \frac{\delta Y}{\delta H} \frac{\delta H}{\delta t} \]

\[ y = \text{MPP}_K \left( \frac{I_K}{Y} \right) + \text{MPP}_H \left( \frac{I_H}{Y} \right) \]

Here, \( y \) represent rate of growth of output, \( I_K \) and \( I_H \) stand for investment in physical and human capital respectively. In generalized Cobb-Douglas production stated below;

\[ Q = A \cdot L^{\beta_L} K^{\beta_K} H^{\beta_H} \]

\( Q \) represent productivity growth rate, \( H \) is decompose into education and health. \( L \) represents the labour which is proxy by the post-secondary school enrolment, \( K \) represent the gross capital formation growth rate but kept constant. While the technology is constant in the short run, hence, the author held “A” constant.

Equation (iv) was linearized by logging both sides of the equation, which gives equation below

\[ \log(Q) = \log(A) + \mu_i \log(L) + \mu_2 \log(K) + \mu_3 \log(H) \]

**Model Specification**

Equation (iv) was rewritten as follows;

\[ GDPK_t = (SECENR^{\mu_1} DOMI^{\mu_2} GEH^{\mu_3} GEEDU^{\mu_4}) \]
Q in equation (v) was proxy by per capita income and K which represents the gross capital formation (DOMI). In order to assess the effect of human capital investment on the per capita income (GDPK) while human capital input was decomposed into federal government budgetary expenditure on health and education, L which is labour was proxy by post-secondary school enrolment (SECENR). Equation (vi) was linearized by logging both sides of the equation, which gives equation below:

\[ \ln(GDPK_t) = \beta_0 + \beta_1 \ln(SECENR_t) + \beta_2 \ln(DOMI_t) + \beta_3 \ln(GEH_t) + \beta_4 \ln(LGEEDU_t) + \epsilon_t \]  

(vii)

Analysis and Discussion of findings

Unit Root Test

The results of the Augmented Dickey Fuller (ADF) unit root test statistics shows that all the variables are stationary at first difference. The decision rule for the ADF Unit root test states that the PP Test statistic value must be greater than the critical value at 5% absolute term for stationarity to be established at level and if otherwise, differencing occurs using the same decision rule. This implies that the variables are I(1) series. Table 1 presents the results of the stationarity test in summary and the order of integration.

Table 1: ADF Unit Root Test and Order of Integration

<table>
<thead>
<tr>
<th>Variables</th>
<th>ADF Test Statistic Value</th>
<th>5% Critical Value</th>
<th>Remark</th>
<th>Order of Integration</th>
</tr>
</thead>
<tbody>
<tr>
<td>D(gdpk)</td>
<td>-5.6716</td>
<td>-2.9604</td>
<td>Stationary</td>
<td>I(1)</td>
</tr>
<tr>
<td>Gdpk</td>
<td>-0.0066</td>
<td>-2.9571</td>
<td>Non-Stationary</td>
<td>I(0)</td>
</tr>
<tr>
<td>D(domi)</td>
<td>-8.4397</td>
<td>-2.9640</td>
<td>Stationary</td>
<td>I(1)</td>
</tr>
<tr>
<td>Ldomi</td>
<td>-0.3409</td>
<td>-2.9763</td>
<td>Non-Stationary</td>
<td>I(0)</td>
</tr>
<tr>
<td>D(lgeedu)</td>
<td>-13.50105</td>
<td>-2.960411</td>
<td>Stationary</td>
<td>I(1)</td>
</tr>
<tr>
<td>Lgeedu</td>
<td>-0.095863</td>
<td>-2.957110</td>
<td>Non-Stationary</td>
<td>I(0)</td>
</tr>
<tr>
<td>D(lgeh)</td>
<td>-9.870216</td>
<td>-2.960411</td>
<td>Stationary</td>
<td>I(1)</td>
</tr>
<tr>
<td>Lgeh</td>
<td>-0.238879</td>
<td>-2.957110</td>
<td>Non-Stationary</td>
<td>I(0)</td>
</tr>
</tbody>
</table>

Source: Author’s Computation from Eviews 9.0

Johansen Co-integration Test

Both the trace statistics and the Max-Eigen Statistics indicated the present of one co-integrating equations at 5 percent level of significance. Thus the result confirm the present of co-integration between per capita income (lgdpk), post-secondary enrolment (lsecenr), gross capital formation (ldomi) and human capital development (lhcd) (see table 2). Hence, these variable exhibits long run association.

Table 2: Co-integration Results

<table>
<thead>
<tr>
<th>Max Rank</th>
<th>Eigenvalue</th>
<th>Trace Statistics</th>
<th>5% Critical values</th>
<th>Max-Eigen Statistic</th>
<th>5% Critical values</th>
</tr>
</thead>
<tbody>
<tr>
<td>*None</td>
<td>0.754268</td>
<td>99.15132</td>
<td>69.81889</td>
<td>40.70191</td>
<td>33.87687</td>
</tr>
<tr>
<td>At most 1*</td>
<td>0.627532</td>
<td>58.44941</td>
<td>47.85613</td>
<td>28.64053</td>
<td>27.58434</td>
</tr>
<tr>
<td>At most 2</td>
<td>0.444121</td>
<td>29.80888</td>
<td>29.79707</td>
<td>17.02892</td>
<td>21.13162</td>
</tr>
<tr>
<td>At most 3</td>
<td>0.329790</td>
<td>12.77996</td>
<td>15.49471</td>
<td>11.60477</td>
<td>14.2646</td>
</tr>
<tr>
<td>At most 4</td>
<td>0.039714</td>
<td>1.175195</td>
<td>3.8415</td>
<td>1.175195</td>
<td>3.8415</td>
</tr>
</tbody>
</table>

Note “*” indicate the co-integrating equation

Source: Author’s Computation from Eviews 9.0
Fully Modified OLS
This is used to evaluate the long run impact of the independent variables on the dependent variable since Johansen co-integration test confirm the present of long run association of the variables employed. From the FMOLS results presented in table 3, the adjusted R² of 0.9312 indicates that the independent variables in the model jointly explain 93.12 percent variations in the dependent variable (per capita income) whereas other variables not captured in this model explained 6.08 percent variations in the dependent variable. The probability value of the individual explanatory variable reveals that all the explanatory variables are statistically significant at 10 percent significant level. Specifically 1 million naira raise government expenditure to education will induce 0.28 naira rise in per capita income; 1 million raise in government expenditure to health will induce 19.08 per capita incomes and 1 million naira rise in domestic investment will induce 19.60 increases in per capita income.

Table 3: FMOLS Results
Dependent Variable: LGDPK
Method: Fully Modified Least Squares (FMOLS)
Sample (adjusted): 1982 2013
Included observations: 32 after adjustments
Cointegrating equation deterministics: C
Long-run covariance estimate (Prewhitening with lags = 3 from AIC maxlags = 3, Bartlett kernel, Newey-West fixed bandwidth = 4.0000)

<table>
<thead>
<tr>
<th>Variable</th>
<th>Coefficient</th>
<th>Std. Error</th>
<th>t-Statistic</th>
<th>Prob.</th>
</tr>
</thead>
<tbody>
<tr>
<td>LGEEDU</td>
<td>0.281042</td>
<td>0.142577</td>
<td>1.971157</td>
<td>0.0594</td>
</tr>
<tr>
<td>LGEH</td>
<td>-19.08013</td>
<td>10.71274</td>
<td>-1.781069</td>
<td>0.0866</td>
</tr>
<tr>
<td>LDOMI</td>
<td>19.59951</td>
<td>10.71679</td>
<td>1.828860</td>
<td>0.0789</td>
</tr>
<tr>
<td>LSECNR</td>
<td>1.398490</td>
<td>0.317711</td>
<td>4.401763</td>
<td>0.0002</td>
</tr>
<tr>
<td>C</td>
<td>-30.47259</td>
<td>3.903100</td>
<td>-7.807279</td>
<td>0.0000</td>
</tr>
</tbody>
</table>

R-squared 0.940333 Mean dependent var 9.330664
Adjusted R-squared 0.931154 S.D. dependent var 2.348055
S.E. of regression 0.616096 Sum squared resid 9.868936
Durbin-Watson stat 1.289110 Long-run variance 0.039675

Source: Author’s Computation from Eviews 9.0

The findings from the model estimation in this study suggest that government expenditure on health (lgeh) exact negative and significant effect on per capita income (lgdpk) contrary to the a priori expectation. The converse relationship between income per head and public expenditure on health could be due to the fact that most of governments spending on health over the years were for recurrent expenses with structural defects, inefficiency and ineffectiveness which affect the level and utilization of human capital development in Nigeria. In fact, the rate of medical tourism by Nigerians to other developed economies further buttressed the unimpressive scenario in the health sector. Furthermore, government spending on education exhibits positive impact on the per capita income in Nigeria in the long run. Also, the estimation results suggest that the more the number of post-secondary school enrolment the better the per capita income of the country while investment in domestic real sector is crucial to the growth and development of developing economies like Nigeria.

Conclusion and Recommendations
This study concludes that in the long run public spending and post-secondary school enrolment as an investment approach in human capital exhibit significant impact on per capita income in Nigeria though government budgetary allocation to health sector exhibits negative impact. Therefore, the challenges of transforming education and health sectors in Nigeria cannot be met by quick fix solutions or isolated reforms.

However, in other to empower the educational sector to qualitatively contribution to economic growth in Nigeria, the government should integrate training and skill acquisition as an integral part of the post-secondary school curriculum. Since training add value to class room learning and breeds innovation. The
culture of volunteer service by secondary school levers in small and medium enterprise should be encouraged, in order to develop entrepreneur capacity in them at early stage. Also, internship by undergraduates and graduates should by a compulsory and well supervised requirement for the award of degree.

The Federal Government should also strive to solve the labour crisis in both the health and education in Nigeria; such that manpower hours will be gained. Labour loss due to prolonged disputes causes government to incur unproductive expenses since the government usually pays the worker for the periods of their strike. These expense consist part of the public expenditure in these sectors with no productivity. In fact, the frequency of labour shut down in these sectors is alarming.

Federal Government should collaborate with the industries regarding human capital development (HCD) in Nigeria. Since, a common theme in developing countries is the prevalence of the state led strategy in HCD. There are a number of challenges with this approach, the most prominent being that it is supply-side driven. This system fails to recognize that skill requirements can change with shifts in demand, evolving patterns of international competition, and new technology, these supply oriented policies often result in mismatches between skills supplied by public training institutions and those needed by industry (Tan & Batra, 1995). These partnership help create synergies that can be leverage during the training and education process. A study by Walther (2007), reveals that “training cannot achieve maximum efficiency unless all the stakeholders are directly involved” (Walther, 2007). Thus developing countries should actively seek the involvement of indigenous and foreign enterprise partners in HCD to improve the efficiency of strategies adopted.

Reference


FROM MONOPOLY TO DEREGULATION AND NOW SURVIVAL OF THE FITTEST IN MASS COMMUNICATION UBIQUITY

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ABSTRACT
This paper takes a retrospective look at Nigeria’s broadcast media monopoly on the early years and dovetails into the era of broadcast deregulation and the new media with their attendant competitions towards better content delivery among the different public and private broadcast industries.

Omeruo, (2010) notes the decline in patronage of the traditional media in favour of social media as a result of youth’s preference for the latter. Other studies, observations and interviews by Shaibu (2016), Raecke and Bond-Raacke (2008:169), Broeek, Piecen and Lieven (2007:22) etc follow the trend of this argument. The News media or social media now makes mincemeat of existing media themes. They completely remove the transcend nature of radio and television news and programmes as listeners/viewers combined or lumped together in the three – dimensions on the social medias power to present messages in three fold – words - video clips + audio. This takes the social media into a new dimension that is above the restricted power of radio and television. Remember Radio and Television media had hitherto enjoyed the sole-power/administrator of immediacy and fastness via terrestrial backbone – and lately internet. The question is, can the two media of mass communication meet up with the new challenges of information technology?
As the radio and television stations battle with relevance, they are daily bombarded left, right and centre with blogs, twitters, Facebook, Instagram, Whatsapp, etc. In their desperado to meet up, they attempt to have radio and television on-line sites to meet up but the question still lingers – how long? And how far? The journey of information segmentation is now becoming a marathon for the traditional media. Only God knows whether they will reach the finishing line.
Then we have the new challenge of citizen’s journalism where Oyebuyi (2012:156) notes that:

With the internet, one does not need extensive journalistic experience, ethical training or huge amount of money to feed the audience with the latest report…….. to become a blogger requires access to a functional computer, and internet connection and an active web address……

As the traditional media of radio and television battle with the new challenges posed by the new, other further new challenges crop up to daze the Practitioners of the old media to a point of confusion and throwing in of the towel in absolute defeat.

Druckman’s (2007) cited in Hyrme (2009) is apt:

Internet provides candidates with unmediated and inexpensive access……

While the traditional old media of radio and television are daily inundated with bogus expenditures in maintaining offices and bloated personnel, the new media has less to do with such distractions. South Africa Broadcasting Corporation (SABC) came near the solution to this problem by not bordering themselves with the logistics of broadcasting by concentrating on content while a different outfit borders itself with the engineering backbone of broadcasting. Today in most developing economics, traditional broadcasting media are inundated with the following problems:

1. Analogue transmitters and other equipment.
2. Bogus aerial masts that litter the broadcast environment.
3. Bogus equipment most of which are no longer compliant.
4. Copyright responsibilities.
5. Content responsibilities.
6. Talent hunt and talent remunerations.
7. Redundant manpower basis that cry for a lean-and-fit alternatives.
8. Infiltration by non-professional at the helm of broadcasting affairs  

For the social or new media in general, and Facebook in particular inaugurated first in 2004 to beat the traditional media – radio and television parts down within the nick of an eye shows that the future of radio and television need to be tested with greater battles.

In the area of content delivery, the New media is always ahead as their topics for discussions in programmes and news are trending topics while that of the traditional media or radio and television remain stiff, regimented and orthodox. In addition, the new media breath a new life of freshness into all discussions from politics to economics to social discourse.

The most recent challenge to traditional media of communication in Nigeria is the 2015 Presidential Debate that President Buhari boycotted with no visible impact in the voting returns. This glaring shows that the bogus claims of traditional media with no content base has no empirical significance.

With New media’s promotion of emotional clichés and the old media’s promotion of “not to be broadcast” (NTBB) rules and regulations, one would have expected an embrace of the traditional media, but this does not seem to be the case! Is the eastwhile popular media, now becoming unpopular for lack of content and impact? This calls for an indepth further study. Presently, the popularity graph, or positive media rating is tilting in favour of the New media. Where then lies the relevance of the traditional media?

Shaibu (2016) states:

The old media was going wide while the New media is going viral.

The choice now is left to the audience but in the present fast-paced technological leaps and quick-fix mentality in the psychology of most of our youths and adult the preference is for viral reach.

Note that Shaibu (2016) stated the qualities of the New media to include:

1. Virtual strength.
2. Visual strength.
3. Audio strength.

Maff (2011:10) further deflates the power of the traditional media by stating this:

The media environment is shifting slowly and incrementally away from the broadcast model where the few communicate to many, towards a more – inclusive model in which publics and audiences have voices……. with the use of New media,

everyone has a role to play in the dissemination of information and also in the receiving of these messages. Everyone can share issues, events and ideas. It is an interactive form of communication that uses internet.

Need we say more on the dwindling fortunes of radio and television broadcasting? From the glorious colonial days of British Broadcasting Corporation relay stations in Nigeria, to the rediffusion era, to Nigeria Broadcasting Corporation (NBC) to Federal Radio Corporation of Nigeria (FRCN) to Nigeria Television Authority, to Voice of Nigeria (VON), it has been monopoly of broadcasting by public media all the way.

With broadcast deregulation under President Ibrahim Babangida, the monopolistic dominance was broken for a fair competition between private broadcasters and public broadcasters. The competition has been stiff. The days of monopolistic lethargy, intellectual laziness on the part of public broadcasters, a self – exoneration in being lone – stars in the broadcast firmament were gone in the survival of the fittest game of who can make the audience stay tuned. The whistle for the winner in this game was hardly blown until we saw again in the broadcast fighting arena a new enemy or a new competitor – the New media. And now the beat…. the fight…… the competition goes on. One day, and in the near future the winner shall emerge.

Stat (2010:11) and Wilson and Murby (2010:33) throw some lights:

The intent has enabled or accelerated new forms of human interaction through instant messages, internet forums and social network.

This appears to give the New media some advantages in tweets, Facebooks, blogs, mobile computing, audio-video streamings, uploadings, downloading, crowd -sourcing, linking in, geo-referencing/conferencing, charting, skyping, flipping, video tapping etc.

“New Media and Nigeria Practical Development: A case study of President Goodluck Jonathan’s Administration” and Shaibu (2016) charting, skyping, flipping, video tapping etc. are relevant to our discourse. This study, based on the tenets and uses of gratification theory asserts:

1. New media plays a positive role creating awareness.
2. New media is an influencer.
3. New media enhances mobilization.
4. New media can be used to achieve diverse objectives.
5. New media can be used to raise money.
6. New media can be used to develop a groundswell of empowered volunteers.
7. Social media (New media) provides a fertile ground for electorates to participate in electoral process.
8. Social media (New Media) allows timely dissemination of knowledge.
9. New media makes the voice of the people to be heard loud and clear.
10. New media is significant in people’s quest for freedom.
11. New media is a voice of the people and government of a Nation.
12. New media is a veritable source for press freedom.
13. New media a veritable source of freedom of expression.
14. New media an effective source of expression.
15. New media is popular.
16. Modern media (New Media) is far more efficient and convenient than traditional media.

To cap it all, the new Diffusion of Innovation Theory Lee (2014) gives the new media a leverage over the traditional media in:

1. Relative advantage.
2. Observability.
3. Attitude.
4. Complexity/compactibility

Also Dennis McQuails (2005) gives a New media or the social media same relative technical advantages over the traditional media in these areas:

1. Audience reception.
2. Reason for consumption.
3. Identification with the media.
4. Interaction advantage.
5. Education and arguistion of information.
6. Effects of the media.
7. How the media affects..

A study supervised by the researcher, carried out in Bingham University in 2015, titled Public Perception on the Challenges of On-Line Radio Broadcasting in Nigeria. A study of Cool FM, Abuja is relevant to this discourse on Online Broadcasting generally.

Background of the study

Online media came into reality in the late 20th century; it brought about a free access to media content at anytime, anywhere on any digital device, in turn it also aids immediate and interactive feedback for effective communication.

Before the 1980s, media mainly depend on the analogue models of broadcasting in television and radio. But due to advent of technology and innovation, the process of information has significantly changed. Online radio is one of such change brought by the internet. It exceeds broadcasting beyond national boundary due to connectivity of internet with the use of computers and digital devices.

Online radio also known as internet radio is an online audio service transmitted via the internet; it is different from the traditional radio which is transmitted by airwaves. However, this allows it to be truly global. With the coming of radio on internet, the traditional radio has lost its importance to some extent. With the increasing number of internet users, the people who listen to internet radio have also increased.

Considering its quality, internet radio has the best audio sound quality. Internet radio has the benefit that streamers can use modern audio codecs. This actually offers the sound quality an edge over the sound generated by instance BBC.

Internet radio has now become a great source of entertainment. There are as great number of internet radio stations that sends music, chat and news from around the globe. In fact internet radio or online radio offers listeners a wide range of choice of listening materials, whether it’s classical, 80s rock or anything in between.
Now you have a great number of web sites that provides portals through which you can access the station of your choice. For instance, shoutcast.com give access to 8000 internet radio stations. Those who have broadband connection can simply access online radio broadcast through their computer. They can also purchase specially built receivers that exactly look like radios. It’s easily available in the market. Moreover, there is also free internet radio. In fact, many mobile phones are already able to receive internet radio through WI-FI or 3G – Nokia’s ‘smart phone comes with a standard radio application. The channel through which online content are delivered doesn’t really matter but the content itself is one challenge that online radio broadcasting is facing, however materials are often not subjected to traditional methods of source checking and editing. Thus, there may be inaccurate and not very edible information. This has brought about the need to regulate the broadcast content on the internet, because it can be unregulated, too subjective, amateur, and haphazard in quality and coverage. New media technology and media-sharing websites that is the online radio broadcast, in addition to the increasing prevalence of cellular telephones, have made citizen journalism more accessible to people worldwide. Many online radio broadcast stations have their challenges, but my focus for this project is Cool FM Abuja.

Statement of the Research Problem
According to Andrew (1999), the ‘emergence of new digital technologies signals a potentially radical shift of who is in control of information, experience and resources. However, the research problem of this study is to find out public perception on the challenges associated with online radio broadcasting in Nigeria using Cool FM.

Objectives of the Study
The objectives of this study are:
1. To investigate the challenges of Cool FM online radio broadcasting in Nigeria.
2. The public perception on the challenges of Cool FM online radio broadcasting in Nigeria.
3. To ascertain factors responsible for the challenges and ineffectiveness (if any) of Cool FM online radio broadcasting in Nigeria.
4. To also examine ways in which the challenges of Cool FM online radio broadcasting in Nigeria can be curbed.

Research Questions
1. What are the challenges of Cool FM online radio broadcasting in Nigeria?
2. What are the perceptions of the public about the challenges of Cool FM online radio broadcasting in Nigeria?
3. What are the causes of the challenges associated with Cool FM online broadcasting in Nigeria?
4. What are the possible ways of providing solutions to the challenges facing Cool FM online radio broadcasting in Nigeria?

Significance of the Study
1. The research work will reveal the challenges associated with online radio broadcasting.
2. It can also serve as a reference for other students who want to carry out a research on a related field.
3. It will help the public to know if the contents they receive on online radio are regulated or not.
4. The research is also going to be beneficial to the owners/operators of online radio stations. They will know the perceptions of the public on the challenges of online radio broadcasting.
5. It will be of help to policy makers in online radio broadcasting.

Scope of the Study
This research seeks to examine online radio broadcasting in Nigeria. It also centres on its challenges, the public perception about it and how effective it is in Nigeria.

Area of the Study
The research is on the public perception on the challenges of online radio broadcasting in Nigeria, my case study or area of study is COOL FM ABUJA.
Limitations of the Study

1. Unwillingness of respondents to attend to my questionnaires.
2. It is difficult to find an antecedent for this study in Bingham or any university.

Yes they were challenges, but they did not adversely affect the outcome of the study.

Definitions of Terms

Broadcasting: According to University of North Carolina at Pembroke, Broadcasting is the practice of creating audio and video program content and distributing it to the mass audiences of radio, television and internet media.

To broadcast is to send entertainment and information via one-way electronic media to the general public. Broadcast usually are intended for recreation, enlightenment, education, experimentation or emergency messaging.

Internet: According to Dominick (ND), the internet is a worldwide publicly accessible network of interconnected computer networks that transmit data by packet switching using the standard Internet Protocol (IP). It is a network of networks that consists of the millions of smaller domestic, academic, business, and government networks, which together carry various information and services, such as electronic mail, online chat, file transfer, and the interlinked web pages and other documents of the World Wide Web. The internet gives us access to more information, entertainment and ways to communicate. When we are on the internet, we can also say we are ‘online’.

Radio: According to Wikipedia, radio is the radiation (wireless transmission) of electromagnetic signals through the atmosphere or free space. Information, such as sound, is carried by systematically changing (modulating) some property of the radiated waves, such as their amplitude, frequency, phase, or pulse width. When radio waves strike an electrical conductor, the oscillating fields induce an alternating current in the conductor. The information in the waves can be extracted and transformed back into its original form. The electromagnetic wave is intercepted by tuned antenna. A radio receiver receives its input from an antenna and converts it into a form usable for the consumer such as sound. Radio frequencies occupy the range of a 3 kHz to 300 GHz, although commercially important uses of radio use only a small part of this spectrum.

Radio broadcasting: According to Radiocare.com, radio broadcasting is an audio (sound) broadcasting service done traditionally through the air as radio waves from a transmitter to an antenna and a thus to a receiving service. Stations can be linked into radio networks to broadcast common programming, either in syndication or simulcast or both. Audio broadcasting also can be done via cable FM, local wire networks, satellite and the internet. The best known are the FM and AM stations; these include commercial, public and non-profit varieties, as well as student-run campus radio stations and hospital radio stations can be found throughout the developed world.

Online Radio: Webopedia defines online radio as an audio broadcasting service that is transmitted through the internet. Internet radio is similar in nature to internet broadcasting, also called webcasting. Internet radio is call e-radio. Internet radio is a streaming media that presents listeners with a continuous stream of audio that typically cannot be paused or replayed, much like traditional broadcast media; in this respect, it is distinct from on-demand file serving.

DATA PRESENTATION AND ANALYSIS

Preamble

This chapter is concerned with the presentation and analysis of data collected through the use of questionnaire which was administered to one hundred and twenty people (120) people, but 100 were retrieved instead of 120 due to wrong entries, misplacement and mutilation of copies.

Presentation

Below are the responses of the Respondent in the questionnaires administered. The data gathered from the questionnaires are presented in the form of tables, showing the frequencies and percentages of response made.
Table 1: Sex of Respondents

<table>
<thead>
<tr>
<th>Variable</th>
<th>Frequency</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>30</td>
<td>30%</td>
</tr>
<tr>
<td>Female</td>
<td>70</td>
<td>70%</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100%</td>
</tr>
</tbody>
</table>

The table 1 shows that the frequency and percentage distribution of data for sex of respondents. As it indicates, 30 representing 30% were male and 70 representing 70% were females. This shows that majority of the Respondents who filled the questionnaire were female.

Table 2: Age range of Respondents

<table>
<thead>
<tr>
<th>Variable</th>
<th>Frequency</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>18-25</td>
<td>74</td>
<td>74%</td>
</tr>
<tr>
<td>26-35</td>
<td>23</td>
<td>23%</td>
</tr>
<tr>
<td>36-Above</td>
<td>3</td>
<td>3%</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100%</td>
</tr>
</tbody>
</table>

Table 2 shows the frequency and percentage of the responses based on the age-range of the Respondents, 74 representing 74% were within the age bracket of 18-25, 23 representing 23% within the age bracket of 26-35 and 3 representing 3% within the age bracket of 18-25 years attended more to the instruments.

Table 3: Occupation Distribution of Respondents.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percentages (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Student</td>
<td>73</td>
<td>73%</td>
</tr>
<tr>
<td>Media practitioner</td>
<td>22</td>
<td>22%</td>
</tr>
<tr>
<td>Other professions</td>
<td>5</td>
<td>5%</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100%</td>
</tr>
</tbody>
</table>

Table 3 shows the frequency and percentage of responses, this indicates that out of 100 Respondents, 73 representing 73% were students, from other professions. Based on the findings, the questionnaire were filled mostly by students.

Table 4: Marital status of respondents.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Single</td>
<td>88</td>
<td>88%</td>
</tr>
<tr>
<td>Married</td>
<td>12</td>
<td>12%</td>
</tr>
<tr>
<td>Other</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100%</td>
</tr>
</tbody>
</table>

Table 4 shows the marital status of the Respondents, 88 representing 88% of Respondents are single, 12 representing 12% of Respondent are married, and 0 representing 0% are neither single nor married. This means that Respondents with single status attended more to the instrument.

SECTION B

Table 5: Awareness of Cool FM online radio challenges.

<table>
<thead>
<tr>
<th>Variable</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>92</td>
<td>92%</td>
</tr>
<tr>
<td>No</td>
<td>8</td>
<td>8%</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100%</td>
</tr>
</tbody>
</table>

In table 5, Respondents were asked if they think Cool FM online radio had challenges. 92 representing 92% said they were aware of the challenges, while 8 representing 8% of them said they were not aware of it. It shows that out of 100 respondents, majority by 92% are knowledgeable about the challenges of Cool FM online radio while a few by 8% are not aware.
Table 6: Challenges of Cool FM online radio broadcasting.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>No internet access</td>
<td>13</td>
<td>14.1%</td>
</tr>
<tr>
<td>Cost of service</td>
<td>11</td>
<td>12%</td>
</tr>
<tr>
<td>Weak signals</td>
<td>36</td>
<td>39.1%</td>
</tr>
<tr>
<td>All of the above</td>
<td>32</td>
<td>34.8%</td>
</tr>
<tr>
<td>Total</td>
<td>92</td>
<td>100%</td>
</tr>
</tbody>
</table>


Table 6 shows that out of 92 Respondents that are aware of the challenges of Cool FM online radio broadcasting, 13 representing 14.1% said that internet access is a challenge, 11 representing 12% Respondents said that cost of service is a challenge, 36 representing 39.1% said that the weak signals is a challenge while 32 Respondents representing 34.8% said that the challenges of Cool FM online radio broadcasting are all of the above. This means that weak signal is a challenge mostly faced by Respondents.

Table 7: Frequency of challenges encountered.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Daily</td>
<td>41</td>
<td>44.6%</td>
</tr>
<tr>
<td>Weekly</td>
<td>42</td>
<td>45.7%</td>
</tr>
<tr>
<td>Monthly</td>
<td>9</td>
<td>9.7%</td>
</tr>
<tr>
<td>Total</td>
<td>92</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Field Survey, 2015

Table 7 shows that, Respondents were asked how often they encounter these challenges associated with Cool FM online radio broadcasting. 41 of them with the percentage of 44.6% said they encounter this challenge daily. 42 representing 45.7% said they encounter these challenges weekly. 9 of them representing 9.7% said they encounter these challenges monthly. This explains that most Respondents encounter these challenges weekly while few are daily and monthly.

Table 8: Impact of the challenges on the effectiveness of Cool FM online radio broadcasting.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>77</td>
<td>77%</td>
</tr>
<tr>
<td>No</td>
<td>23</td>
<td>23%</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100%</td>
</tr>
</tbody>
</table>


In table 8, the Respondents were asked if these challenges have affected the effectiveness of Cool FM online radio broadcasting in Nigeria. 77 of the representing 77% of the Respondents said yes. 23 or (23)% of the Respondents said no. This implies that more people agreed that these challenges have affected the effectiveness of Cool FM online radio broadcasting in Nigeria.

Table 9: Awareness of the causes to the challenges.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>86</td>
<td>86%</td>
</tr>
<tr>
<td>No</td>
<td>14</td>
<td>14%</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100%</td>
</tr>
</tbody>
</table>


Table 9 shows the frequency and percentage of Respondents who are aware that there are causes to the challenges of Cool FM online radio, which are 86 representing 86% and those who are not aware – 14 representing 14%. This means that most Respondents are aware of the causes of the challenges encountered.

Table 10: Factors that contribute more to these challenges.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cyber crisis</td>
<td>12</td>
<td>14%</td>
</tr>
<tr>
<td>Poor funding</td>
<td>8</td>
<td>9.3%</td>
</tr>
<tr>
<td>Low penetration of ICTS</td>
<td>34</td>
<td>39.5%</td>
</tr>
<tr>
<td>All of the above</td>
<td>32</td>
<td>37.2%</td>
</tr>
<tr>
<td>Total</td>
<td>86</td>
<td>100%</td>
</tr>
</tbody>
</table>

Table 10 shows that out of 86 Respondents who are aware of the causes to the challenges, 12 representing 14% said that cyber crisis is a factor, 8 Respondents representing 9.3% said that poor funding is a factor, 34 representing 39.5% Respondents said that low penetration of ICTs is a factor and the 32 representing 37.2% said that all the factors mentioned above are all Contributors to the challenges of Cool FM online radio broadcasting in Nigeria.

Table 11: Control of the factors.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>84</td>
<td>97.7%</td>
</tr>
<tr>
<td>No</td>
<td>2</td>
<td>2.3%</td>
</tr>
<tr>
<td>Total</td>
<td>86</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Field Survey, 2015

Table 11 shows that out of 86 Respondents that agreed that there are certain factors that contribute to the challenges, 84 representing 97.7% said that this factor can be controlled while 2 representing 2.3% disagreed. This implies that these factors can be controlled as the majority has said.

Table 12: Perception on the challenges of Cool FM online radio broadcasting in Nigeria.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interrupted internet networks</td>
<td>38</td>
<td>41.3%</td>
</tr>
<tr>
<td>Insufficient equipment</td>
<td>9</td>
<td>9.8%</td>
</tr>
<tr>
<td>Internet stations are hard to find</td>
<td>12</td>
<td>13%</td>
</tr>
<tr>
<td>All of the above</td>
<td>33</td>
<td>35.9%</td>
</tr>
<tr>
<td>Total</td>
<td>92</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Field Survey, 2015

In table 12, Respondents were asked their perception on the challenges of Cool FM online radio broadcasting. 38 or 41.3% of the Respondents who happen to be the highest were with the views that it’s due to interrupted internet networks, 9 representing 9.8% have the view that its due to insufficient equipment, 12 of the Respondents representing 13% feel that internet stations are hard to find, while 33 Respondents 35.9% of them are of the perception that the challenges entails all of the above.

Table 13: Growth of Cool FM online radio broadcasting.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>89</td>
<td>89%</td>
</tr>
<tr>
<td>No</td>
<td>11</td>
<td>11%</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Field Survey, 2015

Table 13 shows that out of 100 Respondents, 89 representing 89% agreed that these challenges affect the growth of Cool FM online radio broadcasting in Nigeria while 11 or 11% Respondents disagreed. Majority of Respondents affirms that these challenges can hinder the growth of Cool FM online radio in Nigeria.

Table 14: Government Assistance in the provision of solutions.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>90</td>
<td>90%</td>
</tr>
<tr>
<td>No</td>
<td>10</td>
<td>10%</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Field Survey, 2015

Table 14 shows that 90 Respondents representing 90% think that the government can assist in providing solutions to these challenges while 10 or 10% Respondents oppose to that.

Table 15: Challenges supersede advantages.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>44</td>
<td>44%</td>
</tr>
<tr>
<td>No</td>
<td>56</td>
<td>56%</td>
</tr>
<tr>
<td>Total</td>
<td>100</td>
<td>100%</td>
</tr>
</tbody>
</table>

Source: Field Survey, 2015

Table 15 shows that 44 Respondents representing 44% agreed that the challenges associated with Cool FM online radio broadcasting supersedes the advantages while 56 or 56% Respondents disagreed with these.
Table 16: Solutions to the challenges.

<table>
<thead>
<tr>
<th>Variables</th>
<th>Frequency</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Quality access to internet</td>
<td>16</td>
<td>36.4%</td>
</tr>
<tr>
<td>Future improvement in infrastructure to address digital divide</td>
<td>3</td>
<td>6.8%</td>
</tr>
<tr>
<td>Reduction of service cost</td>
<td>1</td>
<td>2.3%</td>
</tr>
<tr>
<td>All of the above</td>
<td>24</td>
<td>54.5%</td>
</tr>
<tr>
<td>Total</td>
<td>44</td>
<td>100%</td>
</tr>
</tbody>
</table>


Table 16 shows that out of 44 Respondents with the view that the challenges of Cool FM online radio broadcasting supersedes the advantages, 16 or 36.4% Respondents said that quality internet access is a solution to these challenges, 3 or 6.8% Respondents said that the future improvement in infrastructure to address digital divide is a suitable way out, 1 or 2.3% of the Respondents said reduction of service cost is the solution, and the remaining 24 or 54.5% Respondents which is the highest frequency said that the solutions to these challenges entails all of the above.

4.1. Answering Research Questions

This section of the study was devoted to answering the research questions earlier set to guide this study. The research questions as set out in chapter one were.

i. What are the challenges of Cool FM online radio broadcasting in Nigeria?

ii. What are the perception of the public about the challenges of Cool FM online radio broadcasting in Nigeria?

iii. What are the causes of the challenges associated with Cool FM online radio broadcasting in Nigeria?

iv. What are the possible ways of providing solutions to the challenges facing Cool FM online radio broadcasting in Nigeria?

Research question 1: What are the challenges associate with Cool FM online radio broadcasting in Nigeria?

The researcher depended on data obtained from table 5, 6 and 7 to answer this question. Findings in Table 5 indicate that ninety-two (92)% of the Respondents are aware of the challenges of Cool FM online radio broadcasting and eight (8)% of the Respondents are not aware. This explains that the listener’s exposure to the challenges of Cool FM online radio is high because a good percentage of the Respondents are aware of it. This observation is also in line with the findings discussed in the literature review on the internet and online radio which noted that online media provides maximum coverage unlike other media. Findings in Table 6 illustrates that (14.1)% of the Respondent said that no internet access is a challenge while twelve (12)% of them feel that cost of service is the challenge, (39.1) % which is the highest frequency said that weak signal is the challenge and 32% Respondents feel that all of the above mentioned are the challenges of Cool FM online radio broadcasting. This indicates that weak signal is the challenge mostly faced by listeners. Finding in Table 7 reveal that thirty eight (44.6)% of the Respondent encounters these challenges daily, (45.7)% encounters these challenges weekly and (9.7)% of the Respondent encounters these challenges monthly . this explains that majority (45.7)% of the respondents encounters the challenges of Cool FM online radio broadcasting in Nigeria weekly which is not encouraging.

Research question 2: What are the perceptions of the public about the challenges of Cool FM online broadcasting in Nigeria?

To answer this question the researcher relied on data drawn from Table 8, 22 and 13. Findings from Table 8 show that seventy-seven (77)% of the Respondents admit that the challenges of Cool FM online radio broadcasting has affected its effectiveness in Nigeria while twenty-three (23)% of them said it does not. This indicates that a vast majority of the Respondents agrees to the fact that the challenges associated with Cool FM radio broadcasting have affected its effectiveness in Nigeria. Findings from Table 12 reveal that (41.3)% Respondents from the ninety-two Respondents that admitted that Cool FM online radio broadcasting has challenges, believe that interrupted internet networks is a challenge to them, 9.8% have the perception that its insufficient equipment that is a challenge, (13)% Respondents believe that the challenge is that internet stations are hard to find and (35.9)% feels it’s all the options put together that are the challenges of Cool FM online radio broadcasting. This indicates that majority of Respondents believe that interrupted internet network is a common challenge. Furthermore, findings from Table 13 reveal that eighty-nine (89)% of the Respondents agree that these challenges affect the growth of Cool FM online radio
broadcasting in Nigeria while eleven (11)% of them disagreed. This illustrate that the challenges of Cool FM online radio broadcasting affect its growth in Nigeria.

**Research question 3: What are the causes of the challenges associated with Cool FM online radio broadcasting in Nigeria?**

The researcher relied on data drawn from Table 9, 10 and 11 to answer this question. Findings from Table 9 reveal that eighty-six (86)% of the Respondents that they are aware of the causes to the challenges of Cool FM online radio broadcasting while fourteen (14)% of them said they are not aware. This implies that more people know about the causes to the challenges of Cool FM online radio broadcasting. This is also discussed in the literature review. Findings from Table 10 reveal that fourteen (14)% of the Respondents consider cyber crisis as a factor that contributes more to these challenges, (9.3)% feel its poor funding that contribute more, thirty-four (34)% which is the highest percentage considers low penetration of ICTs as the factors that contributes more while (37.2)% of them view all of the above as the factors that contribute to these challenges. This indicates that more people admit that low penetration of ICTs contributes more to these challenges. Furthermore Table 11 reveal that 97.7% out of the eighty-six (86)% Respondents that are aware of the causes to the challenges of Cool FM online radio broadcasting, agreed that these factors can be controlled while 2.3% disagreed. This implies that certain factors that causes to these challenges can be controlled, these factors are stated in the literature review of this study.

**Research question 4: What are the possible ways of providing solutions to the challenges facing Cool FM online radio broadcasting in Nigeria?**

The Researcher depended on data presented in Table 14, 15 and 16 to answer the research question. Findings from Table 14 show that ninety (90)% of the Respondents think that government can assist in providing solutions to the challenges of Cool FM online radio broadcasting in Nigeria, while Ten (10)% oppose to that. This implies that the government in collaboration with Cool FM can assist in providing solutions to these challenges. Also, findings from Table 15 reveal that forty-four (44)% of the Respondents agreed that the challenges of Cool FM online radio broadcasting supersedes the advantages, while (56)% Respondents which are the majority disagree with these. This implies that the advantages of Cool FM online radio broadcasting outweigh its challenges. Lastly, Table 16 shows that 36.4% out of the forty-four (44)% Respondents who feel that the challenges associated with Cool FM online radio broadcasting in Nigeria supersedes the advantages, have the view that quality access to internet is a suitable solution, 6.8% have it that future improvement in infrastructure to address digital divide is a way out, 2.3% said it is the reduction of service cost is a solution and 54.5% which is a vast majority of Respondents said that all the options mentioned above are solutions to all the challenges faced by Cool FM online radio broadcasting in Nigeria. Lastly findings from Table 16 shows that quality access to internet, future improvement in infrastructure to address digital divide and reduction of service cost implemented together will solve these challenges.

4.2. **Discussion of findings.**

This chapter has critically presented and analyzed the data obtained from the questionnaire distributed. It discusses the results obtained from the analysis and interpretation of data gotten from the field survey. From the data gotten the research reveals the following:

**Bio data of Respondents**

Most of the respondents to the questionnaire distributed are females as shown by 70 or 70% of the population. Over 74 or 74% of the Respondents are not older than 25 years of age.

With orientation to Table 4 most of the Respondents are single. The higher percentage shows that more of young people were easier to contact. The study also indicate that majority of the Respondents attained are all students. It also revealed that almost every one of the Respondents is aware of the challenges of Cool FM online radio broadcasting in Nigeria.

This study was guided by (4) research questions which were aimed at generating data through questionnaire. Research question 1 sought to find out Respondents response to the challenges associated with Cool FM online radio in Nigeria. This finding is in tandem with the position of Hasan (2013) who contends in his work that “online radio provides maximum coverage unlike its other medium, but it has some limitations”. The findings concludes that majority of the Respondents are aware of the challenges associated with Cool FM online radio broadcasting in Nigeria.

Research question 2 sought to find out the perception of the public about the challenges of Cool FM online radio broadcasting in Nigeria. Findings from this research questions show that about (41.3)% of the Respondents opined that interrupted internet network is the challenge mostly faced by Cool FM online radio broadcasting in Nigeria. This is an agreement with the submissions of Danaan (2006) that states “it will take less developed countries many decades to have systematic, efficient and reliable ICTs” new media technologies. Computer isn’t very mobile (yet), and the sound systems on computers tend to be lower quality
than on household and car stereo system. Some of the software program for accessing online radio also are
difficult to use and not very reliable.
Also the Uses and Gratification theory used in this study assert that listeners use the online radio for diverse
purposes as a form of gratification.
The finding concludes on 89% Respondents having the view that the challenges of Cool FM online radio
broadcasting have affected its growth in Nigeria.
With respect to research question 3 which shows that there are causes to the challenges associated with Cool
FM online radio broadcasting in Nigeria. This was revealed as a result of the fact that 86% majority of the
Respondents agreed that there are causes to the challenges of Cool FM online radio broadcasting. This is in
agreement with the findings as 39.5% Respondents pointed out that low penetrations of ICTs is the factors
that contributes more to the causes of these challenges and this is also in agreement with the New Media
theory in chapter two. The findings conclude by 97.7% Respondents stating that the factors that contribute
to the causes of the challenges can be controlled.
Finally, online radio broadcasting has suitable solutions that can help to ensure its growth and effectiveness
as contained in chapter two of this study. Research question 4 seeks to find out the possible ways of providing
solutions to the challenges facing Cool FM online radio broadcasting in Nigeria. Findings revealed that the
government can assist in providing solutions to these challenges as observed by majority (90%) of the
Respondents. 10% of them opposed to this.
Furthermore, the greatest solution to the challenges of online radio is the synergy between the quality access
to internet, future improvements in infrastructure to address digital divide and the reduction of service cost
as observed by 54.5% Respondents.

SUMMARY, CONCLUSION AND RECOMMENDATIONS

Summary
The aim of this study was to examine online radio broadcasting in Nigeria. It also centers on its challenges,
the public perception about it and how effective it is in Nigeria. The study area (Abuja) was selected because
it’s a cosmopolitan city and reputable to the fastest growing city in Africa.
Chapter one which is the introduction, laid a background to the study, the Research Problem was clearly
stated, Objectives highlighted and Research Questions were formulated. Also the significance, Scope, Area,
Limitations of the study were equally addressed as well as Conceptual Definition of Terms.
Chapter two then went up to present a critical Review of Related Literature, entailing the views and opinions
of various authors, researchers and scholars on the Challenges of Online Radio Broadcasting in Nigeria. It
also included the concepts of the Study, Empirical Work, Theoretical Framework and a Summary of the
Review.
Furthermore, chapter three elaborated on the Research Methodology employed by the researcher in carrying
out this study, it covered areas such as the Research Design, Population of the Study, Sampling size,
Techniques, Instrument for data collection, Administration of Instrument, validity and Reliability and the
method of Data Analysis.
Chapter four consisted of the presentation and Analysis of Data Collected from the Field Survey. After the
data was analyzed, the findings were properly discussed and presented in the form of tables, frequencies and
percentage.
Finally, chapter five summarize the study with Conclusions drawn, Recommendations made, Suggestions
offered and its Contributions to Knowledge clearly stated.

Conclusion
Based on the findings discussed in chapter four, the study concludes as follows:
Research question one depended on findings derived from Table 5, 6 and 7 in answering the question. Table
5 concludes that the level of listener’s exposure to the challenges of Cool FM online radio broadcasting in
Nigeria is high because a good percentage of the Respondents are aware of it. Table 6 indicates that though
a large number of Respondents are aware of the challenges of Cool FM online radio broadcasting in Nigeria,
36% of them feel that weak signals is a challenge to Cool FM online radio broadcasting while Table 7
explains that this findings is as a result of the fact that majority representing 45.7% of the Respondents
encounter these challenges more weekly. It therefore concludes that majority of the respondents are aware
of the challenges of Cool FM online radio broadcasting in Nigeria while most of them feel weak signal is a
challenge mostly encountered and this is because majority of the listeners are exposed often to these weekly.
Conclusions based on findings derived from Research Question two reveals that, the challenges have
negative impact on the effectiveness of Cool FM online radio broadcasting and most Respondents have the
view that interrupted internet network is the major challenge and this can hinder the growth of Cool FM online radio broadcasting in Nigeria. Also, findings derived from Research Question three were based on Table 9, 10 and 11 which concludes that though there are different challenges of Cool FM online radio broadcasting, there are also certain factors that cause these challenges, however majority by 39.5% of listeners believe that Low penetration of ICTs is a factor that contributes more to these challenges while 97.7% feel that these factors that contributes more to these challenges can be controlled. Furthermore based on the findings derived from Research Question four, reveals that the government can assist in providing solutions to these challenges. Therefore, the findings also conclude that, the advantages of online radio outweigh its challenges. Finally, providing solutions like quality access to internet, future improvements in infrastructure to address divide and the reduction of service cost are suitable ways of curbing the challenges facing online radio.

**Recommendations**

Based on findings from this research, the following recommendations are considered strategic and appropriate.

1. Based on findings from the study which revealed that majority of the Respondents are aware of the challenges of Cool FM online radio broadcasting in Nigeria and they encounter these challenges weekly, this is not encouraging and it is recommended that it should be looked upon seriously and tackled.

2. Advancement in technology has not taken a firm ground in Nigeria. The idea of online radio is also an advancement that has overtaken the old media forms like television, newspapers and radio. Based on the findings of this research, it was observed that weak signals, low penetration of ICTs and interrupted internet networks are the major challenges to Cool FM online radio broadcasting in Nigeria. This is of great concern in Nigeria, and was noted in the course of the research as the greatest disadvantages of online radio. It is therefore necessary for the individuals and organizations to make available internet facilities and computers both in rural and urban areas in order to extend the knowledge and increase the literacy level and also make the internet and computer knowledge (ICT) a compulsory course/subject in institutions for learning.

3. Government can also assist in providing solutions to these challenges as stated by majority of the Respondents. This recommendation is a good attempt because it will lead to the growth and effectiveness of Cool FM online radio broadcasting.

4. It is recommended that suitable ways of solutions should be employed for the effective running and operation of Cool FM online radio broadcasting in Nigeria to curb most challenges if not all.

**Suggestions for Further Research**

The study found that there are certain areas that should be given attention for future research studies. Hence, the following are suggestions for further study:

1. Citizen journalism and the changing concept of mass communication.
2. Radio broadcasting in a technological advancing world.
3. The role of new media in 21st century media industry.
4. Yet another study could be carried out on this topic by another researcher.

**Contribution to Knowledge**

This study set out to investigate the Public Perception on the Challenges of Cool FM Online Radio Broadcasting in Nigeria. The findings that were obtained during the course of the study have shown that the challenges of online radio if properly tackled can lead to the growth and effectiveness of this medium in Nigeria. Also this can be a contributor to the growth and development of Nigeria. Finally, this research could be depended upon for references in academic purposes; the method of data gathering and literature that were reviewed could serve as a guide to researchers who may want to conduct a research on a similar field.
Appendix I (a): LETTER OF INTRODUCTION

Department of Mass Communication,
Bingham University,
P.M.B 005,
Karu,
Nasarawa State.
19th March, 2015.

Dear Respondent,

REQUEST TO FILL QUESTIONNAIRE.

My name is Mary Momsisuri Boteso. I am a final year student of the Department of Mass Communication, Bingham University, Karu Nasarawa State, conducting a research on the topic: “Public Perception on the Challenges of Online Radio Broadcasting in Nigeria: A study of Cool FM Abuja.” This study is in partial fulfillment of the requirements for the award of B.A. Degree in Mass Communication.

Your maximum cooperation is highly needed and your response to the questions will be confidential and purely for the purpose of this research.

Thanks in anticipation of your cooperation.

Yours faithfully,
Mary Momsisuri Boteso
BHU/11/02/02/0001

Appendix II (b)

QUESTIONNAIRE

Please tick the appropriate boxes and fill the necessary blank spaces.

SECTION A – PERSONAL DATA

1. Sex
   Male ( ) Female ( )
2. Age range
   18-25 ( ) 26-35 ( ) 36 and above ( )
3. Occupation
   Student ( ) Media Practitioner ( ) other profession ( )
4. Marital status
   Single ( ) married ( ) others ( )

SECTION B

5. Do you think that Cool FM online radio broadcasting in Nigeria has challenges?
   Yes ( ) No ( )
6. If yes, what do you think is/are the challenges?
   a. No internet access ( ) b. Cost of service ( ) c. Weak signals ( )
   d. All of the above ( )
7. How often are these challenges encountered?
   a. Daily ( ) b. Weekly ( ) c. Monthly ( )
8. Has these challenges affected the effectiveness of Cool FM online radio broadcasting in Nigeria?
   Yes ( ) No ( )
9. Do you think there are causes to the challenges of Cool FM online radio broadcasting in Nigeria?
   Yes ( ) No ( )
10. If yes, which of the factors below do you think have contributed more to these challenges?
    a. Cyber crisis ( ) b. Poor funding ( ) c. Low penetration of ICTs ( )
    d. All of the above ( )
11. Do you think that these factors can be controlled?
    Yes ( ) No ( )
12. What is your perception on the challenges of Cool FM online radio broadcasting in Nigeria?
    a. Interrupted internet networks ( ) b. Insufficient equipments ( )
    c. Internet stations are hard to find ( ) d. All of the above ( )
13. Do you agree that these challenges affect the growth of online radio broadcasting in Nigeria?
    Yes ( ) No ( )
14. Do you think the government can assist in providing solutions to these challenges?
Yes ( )  No ( )
15. Do you think that the challenges associated with Cool FM online radio broadcasting in Nigeria supercedes the advantages?
Yes ( )  No ( )
16. If yes, which of these is a suitable way of providing solution to these challenges?
a. Quality access to internet ( )  b. Future improvement in infrastructure to address digital divide ( )  c. Reduction of service cost ( )  d. All of the above ( )

REFERENCE


A STYLISTIC READING OF SHAKESPEARE’S JULIUS CAESAR

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&

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Abstract
Throughout history, man has continued to search for meaning in life, trying to comprehend both his world and himself better. Consequently, the human mind has consistently expressed itself in various forms in order to articulate nature more correctly. This stylistic study of Julius Caesar investigates the text from the framework of the reader-response theory and how, besides the text’s ‘constraints’ and reader’s ‘inadequacies’ of the second language user, a fuller interpretation of the text is achievable through a study of its graph logical, syntactic, phonological, and pragmatic features.

Keywords: Stylistics, Artistic, Phonological, Graphological, Superstition, Metaphorical, Intrigue, Conspiracy.

Introduction
With regard to literature, stylistics has been a major focal point among contemporary intellectuals of literary criticism. Diaches describes criticism as a philosophical enquiry into the nature and value of imaginative literature (289). To Crystal, stylistics is the study of situationally distinctive use of language and of choices made by individuals and social groups in their usage in all linguistic domains, such as the study of the manner and significance of language use in literary text in order that it could be of great benefit (232). On his part, Fish states that the meaning of an utterance is not some final corrected result but the reader’s experience (301). In as much as there are bound to be several interpretations since no one reading can be judged ‘right reading’ it is especially important that we gain some ‘universal’ appeal for the proper interpretation of the text. On the basis of linguistic evidence before the informed reader, he is directed towards understanding the literary text as artistic whole as he moves from a very involved (subjective) evaluation to a fuller critical (objective) interpretation of the text, within the limits of the text ‘constraints’ and the reader’s ‘inadequacies’. They maintain also that it is through language that that the human person is defined.

Theoretical Consideration
As it pertains to language, literary stylistics, in agreement with linguists, uphold the primacy of language to men and that, in whatever form, it should be recognized and appreciated as a complex instrument of human thought. They maintain also that it is through language that the human person is defined. A stylistic reading in our sense, is a way in which a work is interpreted or understood… The reader-response stylistics stemmed from the stand of modern ‘subjective’ criticism otherwise known in the German school of criticism as reception aesthetics. This development in literary criticism is a radical departure from the Romantic conception of the author as being totally responsible for whatever meaning that one, as a reader, may encounter on the pages of a text. Thus, the reader-response stylistics examines the reader’s response to a text as a response to a horizon of expectations (Ogunsiji, 2013:21). On his own part Jonathan Culler (1981:25) describes it as ‘literary competence’. The text reader nexus as a process of stylistic analysis has often been dubbed ‘affective stylistics’, concentrating on reading as an experiential process (Esizimeto, 1984). So for a work of literature to fully achieve its meaning such that the work takes on some
structure of meaning as a response of the reader to the text, the reader must creatively participate in eliciting from the linguistic parts the artistic whole of the text. Although our modern critical word ‘style’ is derived from Latin, the Greeks (using other terms) had well-developed theories about it. Their schools of rhetoric’s and their treatises on aesthetics laid the groundwork for all subsequent discussions of the subject.

The two major concepts of style go back to Plato and Aristotle (and beyond them). Critics of the Platonic school regard style as a quality inherent in all expressions. Thus, one school speaks of a work as having style or as having no style; the other school speaks of a superior or inferior, strong or weak, good or bad style (Shipley, 1972). From the foregoing, it becomes evident that in stylistics, the major preoccupation is in finding out how words become literature just as Roman Jacobson (1987) pointedly states that the core issue involved in this regard is in finding out, “what makes a verbal message a work of art” (85). In describing the activity of reading a text, Abrams (1980:150) says that: ‘...a literary work is converted into an activity on the stage of the reader’s mind, and what in standard critical analysis had been features of the work itself— including narrator, plot, characters, style and structure are described as an evolving temporal process, consisting primarily of expectations and the violations, deferments and satisfactions of expectations, inflow of a reader’s experience... The meanings of a text are the ‘production’ or ‘creation’ of the individual reader.

In Nigeria, our contact with Shakespeare is not as native speakers but as second language users and the problem of the ‘constraints’ of text and the ‘inadequacies’ of the reader becomes very glaring. Good readings and analysis of a text must really be a critical evaluation of the text. A ‘movement’ towards greater contextualization in stylistic analysis... could be through a series of concentric circles representing the gradual widening of the contextual orbit (Crystal, 1999:323). For this sort of study, that is very involving and yet attempts to remain economical, the said ‘widening contextual orbit’ involves the dialogic interaction between the author, the author’s context of production of the text, the reader and the reader’s context of perception, for the work to achieve fully its meaning potentials as an interpreted whole. 

*Julius Caesar* will now be viewed in the light of greater contextualization as a phenomenological reading process of moving from one item to another, from one idea to another just as it is experienced in a natural reading situation.

### Contextualization of the Text

*Julius Caesar* was first printed in 1623, seven years after Shakespeare’s death. It was written in 1598-9. Dramatists of Shakespeare’s time would often base their plays on well-known stories or on actual history and Shakespeare based his *Julius Caesar* on the stories of Caesar, Brutus and Anthony in a collection of lives of famous Greeks and Romans (written by Plutarch in the first century A.D) which he had read in English translation. Reibetanz (1977:4) rightly noted that many of the qualities that set *Julius Caesar* apart from other plays of its day are that the dramatic traditions and conventions available to Shakespeare at the time he wrote *Julius Caesar* were so rich and varied as to institute an extremely resonant and complex vocabulary; one that Shakespeare fully utilized to shape his audience’s responses to create the unique world of the play.

The play is about a regicide (the murder of a serving monarch and its regrettable aftermaths). Secondly, there is a supernatural dimension which conspires against Caesar, Rome and the level of human evil. This unique drama is chronicled on various plots. It is the epic story of jealousy, intrigue, death and revenge of Caesar. Cassius, Brutus, with other Roman nobles fear that Caesar wants to be king. They wish Italy to remain a Republic. At a great ceremony, Caesar is three times offered the crown by his friend and supporter, Mark Antony. He refuses it, although unwillingly. Cassius succeeds in convincing Brutus, Caesar’s friend. They decide that Caesar must die and they align with the other conspirators. Caesar is mowed down on the Ides of March (15th March) as was foretold by a soothsayer. Mark Anthony’s speech incites the mob and they rose against the conspirators. Three men, Antony, Octavius Caesar (nephew of Julius Caesar) and Aemilius Lepidus (the triumvirate) become the rulers of Rome and go on a vengeance mission against the conspirators. In the battle at Philippi, Antony and Octavius are victorious while Brutus and Cassius die. So the spirit of Caesar is avenged. The drama, *Julius Caesar* treats such universal issues as good versus evil, the evils of pride, betrayal of trust and the law of Karma (Hulme, 1959).

### Graphological Analysis

There is no doubt that the play is well-constructed, but it is only when we look closely that we begin to notice how well. No words are wasted; everything we are told is for a purpose (1959). In the opening scene,
we laugh at the cobbler’s jokes and we hear about Caesar’s triumph. But we are shown also that it is easy to misunderstand the ordinary people of Rome: Marullus cannot at first understand the cobbler; he describes them as ‘blocks, stones and worse than senseless things’.

You blocks, you stones, you worse than senseless things,
Oh you cruel men of Rome… (Act 1 Sc.1.34).

They are treated with no respect at all. It is observed that it is easy to change the mood of the people. It also foreshadows the fact that Caesar is not loved by all and that he will be cut down eventually. In Act One Scene 2, Shakespeare brings all of his major characters on stage. By the end of this scene we have come to know them as individuals with distinct traits, beliefs and ways of speaking. Even characters with little to say in this scene- Antony and Casca for example are distinct persons in a way that the minor characters, Flavius and Marullus are not.

Safier (1985) posits that the playwright’s basic method for building several characterizations economically is this: when a character speaks, he or she will often give information about three people. These three people are the character being discussed, the character being addressed and the character speaking.

To illustrate; look at one of Caesar’s early speeches:

Forget not, in your speed, Antonius,
To touch Calpurnia, for our elders say
The barren, touched in this holy chase
Shake off their sterile curse.

He is saying , don’t forget to touch my wife in case the magic works. This scene also gives us much information that Caesar has no son to take over from him, he shows no affection for his wife and his wishes are obeyed. Moreover, Caesar gives us what may be a clue about his ambitions. According to Safier ,one of the differences between a king and a dictator is that a king passes on his title to his offspring. If Caesar wants to be a king, he will also want to have an heir (64). All these, Shakespeare shows in the first few lines. Next we learn of the friendship between Cassius and Brutus (This in the end destroys both of them).From the character presentation, one can easily make out class system and the events revolve around the nobles of the upper class. The seed of hatred and discord was immediately observed right from the start with Marullus and Flavius (Act 1 scene 1), then Brutus’ and Cassius’ conspiracy; then other conspirators’. The plan for Caesar’s murder is fairly quickly made with Brutus insisting that Antony’s life be spared. Brutus is given most of the speeches in this scene; his love for Portia is shown so that we may sympathize with him even more. We are also able to compare this marital relationship with that of Caesar and Calpurnia.

Dramatic Structure:
Suspense and Action

Film director, Alfred Hitchcock has said that the difference between surprise and suspense is that surprise makes you wonder how it will happen. You know that Julius Caesar will be dead before the play is over… but how will it happen? As regards the action of the play, clearly, there will be some violence before it is over. Violence is action and also other things that keep the play moving (93). The play is also segmented into Acts and scenes.

<table>
<thead>
<tr>
<th>Act I Scene</th>
<th>Act II Scene</th>
<th>ACT II Scene</th>
<th>ACT IV Scene</th>
<th>ACT V Scene</th>
</tr>
</thead>
<tbody>
<tr>
<td>i. A street in Rome</td>
<td>i. A street in front of capitol in front of Brutus’ house</td>
<td>i. A street in front of capitol</td>
<td>i. A house in Rome</td>
<td>i. The Plains of Philippi</td>
</tr>
<tr>
<td>ii. A public place</td>
<td>ii. The forum</td>
<td>ii. camp near Sadis.</td>
<td>ii. camp near Sadis.</td>
<td>ii. The field of Battle.</td>
</tr>
<tr>
<td>iii. A street</td>
<td>iii. Caesar’s House</td>
<td>In front of Brutus’ tent</td>
<td>iii. Brutus tent.</td>
<td>iii. Another part of the field.</td>
</tr>
</tbody>
</table>

Traditionally, the play is segmented into five acts and eighteen scenes of action. Abrams postulates that the Elizabethan dramatists introduced this division after the tradition of Roman playwrights (12).
Imagery
One of Shakespeare’s greatest talents is his ability to take a simple, familiar image and give it many shades of meaning and feeling. For example, let’s take a look at the way the image of blood is used in Act Two, Scene 1:
In line 136, blood means ‘the honour of a Roman.’
In line 162, bloody means ‘senselessly brutal.’
In line 168, blood means red ‘fluid in the body.’
In line 171, bleed means ‘die’.
It is pertinent to note that one image that blood pulls together is the contradictory concepts of life and death, honor and brutality. All these reflect the moral problem of the assassination. Shakespeare also uses images of sleep, sickness and fire.

Superstition and the Supernatural
There is also the effective use of superstition, omens and unusual happenings in the play that sets the conflict/tragedy in the play in motion. See table for some instances.

<table>
<thead>
<tr>
<th>Event</th>
<th>Act II Sc. II.</th>
</tr>
</thead>
<tbody>
<tr>
<td>Caesar’s words to his wife and to Mark Antony on the feast of Lupercalia.</td>
<td>15</td>
</tr>
<tr>
<td>Calpurnia’s dream- of seeing Caesar’s statue which like a foundation with an hundred spouts did run pure blood...</td>
<td>16</td>
</tr>
<tr>
<td>the soothsayer’s warning to Caesar about the Ides of March,</td>
<td>17</td>
</tr>
<tr>
<td>horrid sights seen by the night watchmen…</td>
<td>18</td>
</tr>
<tr>
<td>a lioness that whelped in the streets…</td>
<td>19</td>
</tr>
<tr>
<td>graves that yawned, and yielded up the dead…</td>
<td>20</td>
</tr>
<tr>
<td>fierce fiery warriors that fought upon the clouds in ranks and squadrons … which drizzled blood upon the capitol…</td>
<td>21</td>
</tr>
<tr>
<td>the noise of battle hurtled in the air horses did neigh and dying men did groan…</td>
<td></td>
</tr>
<tr>
<td>ghosts did shriek and squeal about the streets…</td>
<td></td>
</tr>
</tbody>
</table>

In accounting for the changes; Caesar comments thus,

Caesar          When these prodigies
Do so conjointly meet, let not men
Say “these are their reasons, they are natural”.
For I believe they are portentous things
Into the climate that they point upon.

Shakespeare, the master dramatist, expertly employs the use of extraordinary and horrible signs to show that something horrible is to happen to the country.

Lexico-Semantic Analysis
Shakespeare’s language differs in a number of ways from the English we speak today. Variations in the linguistic text is determined by the aesthetic and contextual factors that provide the descriptive framework by which the reader responds to the meaning as explored or perceived from the text (Oyeleye, 2004).
Shakespeare widely employs early modern English poetic diction in the creation of his work. In his choice of lexical items, he draws from a wide range of registers as well as archaic forms, which in his days had already gone out of currency. These words have different meanings from that which we now have. They are not used in everyday modern English or graphology but are often shortened in Shakespeare’s writing to fit into the metrical pattern of lines as in;
Most of the speeches are in what is called ‘blank verse’, which implies that the rhythm depends upon five stressed syllables in each line, the lines being without rhyme.

Within my tent his bones tonight shall lie (v.v78)

This kind of verse is very suitable for a play as the pattern can be changed slightly from line to line to fit in with the natural rhythms of speech. The position of the stressed syllables may vary and the stress may fall highly on an unaccented syllable.

This was the noblest Roman of them all
All the conspirators save only he
Did that they did in envy of great Caesar (v.v.68)

Sometimes at the end of a scene, the lines rhyme in a couplet (two lines together).

After this let Caesar seat him sure
For we will shake him or worse days endure (i.ii.314),

But more often, because of the speed of this play, the scenes end in a half-line, carrying us quickly to the next part of the story (e.g. Act iv, scene I, Act iii, scene i, Act v, scene iv). The effect of the blank verse is to make the lines more easily remembered, as for instance,

‘Yond Cassius hath a lean and hungry look…’
‘Cowards die many times before their deaths…’
‘I, that denied the gold, will give my heart…’

In this line from Julius Caesar, an unstressed syllable is regularly followed by a stressed syllable. The unstressed syllable is marked {-} and the stressed{ /}:

- / - / - / - / -
Why man, he doth besride the narrow world …

Prose is used by the low class and more comic characters. In the first scene the tribunes, Marullus and Flavius who are serious and responsible officers, speak mainly in verse while the carpenter and the cobbler speak in prose. Casca’s bitter description of how Caesar is offered the crown is given in prose but at other times, he speaks in verse. After the death of Caesar, Brutus speaks to the people in prose; when Cinna, the poet, is attacked by the crowd the speeches are in prose.

Imagery: an important part of language of poetry is imagery which brings an idea of some picture (image) or perhaps sounds, a movement, a touch or even a scent, to add to the feeling or agreement that is being spoken of. So for example, Metellus thinks that they should ask Cicero to join in their plot against Caesar:

…His silver hairs
And buy men’s voices to commend our deeds (i.144).
We know that hairs cannot actually buy voices, but silver makes us see the shining ‘hairs’ of old Cicero as if they were shining silver coins and we understand very quickly the value to the conspirators of this wise old man. If he joins them, men will think their action wise and worthy of praise.

In *Julius Caesar*, Shakespeare often uses similes

Cassius says of Caesar -

He a doth bestride the narrow world like a Colossus (1.ii.135)

Brutus says of the threats of Cassius;

They pass by me as the idle wind
Which I respect not (iv.iii.68)

**Personification** is also used extensively in the text; Brutus thinks of young ambition climbing the ladder of lowliness (ii.ii.22) *Caesar* speaks of Danger and himself as twin lions (II.ii.47); Antony describes how pity shall be choked when civil war is upon Italy (iii.i.278).

Shakespeare makes his words memorable in other ways than by imagery. For example, a character may surprise us by a very short speech as when Brutus tells Cassius;

No man bears sorrow better. Portia is dead (iv.iii.145).

In the first scene, one of the tribunes, Marullus asks the people, why they are glad that Caesar defeated Pompey’s sons, that they are ‘blocks’ and ‘stones’ but after the death of Caesar, Antony tells them, with equal truth,

You are not wood; you are not stones, but men (iii.ii.140).

The lexical contrast is a consequence of a social mishap. This establishes the irony in the play. Furthermore, the complexity of thought is reflected in the author’s use of free morphemes that combine into dithematic compounds in such lexical items as, live-long, tongue-tied, putting-by, rag-tag, pre-formed, high-sighted, tell-tale, noblest-minded, climber-upward, true-fixed, honey-heavy, well-erupted, new-fired, grey-beards and so on.

At the point of articulation, the primary stress on the first element and secondary stress on the second element often identify compounds. This is an effective means of foregrounding this semantic component of the word structure. A heavy use of a wide range of punctuations and contractions is stylistically foregrounding in the text as in where, e’er, ne’er, shm’st, ’tween, this graphological feature is an attempt to approximate morphological realization in these items. For us as second language users, some lexical items, perhaps throughout the entire text may appear to be almost inaccessible. The meaning of the word ‘thither’ would translate as “to that place”, the same problem we would encounter with ‘prithee’ which means ‘please’.

The universality of the play is engrained in such themes as betrayal, pride, jealousy and ambition. To drive home the point, Shakespeare makes use of situationally specific vocabulary relating to government, friendship, conspiracy, intrigue and warfare. These are masterfully woven into the text. Esizimitor aptly posits that perhaps Shakespeare’s most effective use of lexical items is in his use of the pronouns: thine/ yours, thou/you (subject), thee/you (object) which he used to create the dialectal variations in the speech of the characters. Also, to some degree these forms respectively found prominence in distinguishing poetic speech from prosaic speech (204).

**Pragmatic Analysis**

At this level of analysis, our purpose is to reach deeper and examine the norms and functions of communication in *Julius Caesar* using J.L. Austin’s (1962) speech act theory and Grice (1975) maxims of conversation to reach a fuller interpretation of the meaning in the work. In consonance with Bernstein’s theory of social class and language use, Shakespeare reflects the class structure of his society and the varied linguistic differences in the mode of expression or the use of the linguistic resources. (see Trudgi ii,
1974:34-56). The discussion between Cassius and Brutus reflects a relationship between people of the same class.

Cassius
Brutus, I Cassius do observe you now of late
I have not from your eyes that gentleness
And show of love as I was wont to have
You bear too stubborn and too strange a hand
Over your friend that loves you.

Brutus
Be not deceived if I have veiled my look
I turn the trouble of my countenance
Merely upon myself. Vexed I am of late
With passion of some difference (Act I, sc. II 33-40).

Here Cassius tries to woo Brutus into the group of conspirators. He starts by working on his psyche, with accusations and flattery. This contrasts with the dialogue between Caesar and the soothsayer. Here no respect is shown at all. Rather Artemidorus, the soothsayer is spoken to with disdain.

Set him before me, let me see his face.

Cassius
Fellow, come from the throng, look upon Caesar.
Caesar
What sayst thou to me now? Speak once again?

This is effective as it makes use of reiteration and echo of the same sound hence creating an isochronous rhythm as we read along. Depending so much on the echo effect of sound for emphasis, the author establishes the theme of the play is hence not only established, one scene takes place in Brutus’ orchard another in capitol while the other scenes are in public places like street, camp, tent in the battle field at Philippi. The trend is a clear picture of restiveness in a kingdom just celebrating its victory now torn into pieces by the assassinations of Julius Caesar by envious conspirators. The degeneration culminates finally at the battle field.

A summary of the tragedy would read thus; from the state of peace and tranquility to that of intrigue, conspiracy and assassination to that of confusion of battle and deaths.

As one scene flashes into another with the intermittent entry and exit, we feel the fast pace, the mood, the rising action, the climax and the eventual tragic resolution of the conflict. This breaking of time and continuity in the play coupled with the verbal actions from the dialogue spell out the play distinctly.

**Syntactic Analysis**

At the syntactic level, the conversations are presented mostly in simple and compound sentences. For instance

Cassius
Who’s there?

Casca
A Roman.

Cassius
Casca, by your voice.

Casca
Your ear is good. Cassius, what night is this?
Cassius
A very pleasing night to honest men.

Casca
Who ever knew the heavens menace so?

Cassius
Those that have known the earth so full of faults.
For my part, I have waiked about the streets,
Submitting me unto the perilous nights;
And thus unbraced, as you see,
Have bared my bosom to the thunder stone; ...(Act 1, sc111, 43-50).

Phonological Analysis
Shakespeare expertly portrays his mastery of the use of phonological devices in English. The dramatic immediacy of the play is highlighted by the sound effect of the switch from poetry to prose and prose to poetry. Effectively, the playwright weaves in doses of parallel structures, rhetorical questions and the same sound patterns are made to follow from one unit to the other.

Antony
O mighty Caesar! Dost thou lie so low?
Are all thy conquests, glories, triumphs, spoils,
Shrunk to this little measure? Fare thee well.
(Act 111, sc1, 151

In the same scene Antony instructs a servant to run to Octovius.

Antony
Back with speed! And tell him what had chanced;
Here is a mourning Rome, a dangerous Rome,
No Rome of safety for Octovius yet...(Act 111, sc1, 292).

This is effective as it makes use of reiteration and echo of the same sound hence creating an isochronous rhythm as we read along. Depending so much on the echo effect of sound for emphasis, the author establishes the theme of the play.

Nigerians and Shakespeare
Agreeably, Shakespeare never visited Nigeria and of course he would never have embarked on such an adventure. From Bamham’s assertions, we know that Shakespeare has been performed with an all Nigerian cast since its earliest days in Nigeria. These days Shakespeare and other African and non-African dramas still feature prominently in the school literary menu (68).

If one should review this play in the context of the Nigerian society, the reaction of the Nigerian reader may not be too different from that of the Briton as to the archaisms that abound in it which have resulted from language change in time. Second, the Nigerian would necessarily make the interpretation of the text from African perspective. Esizimetor, posits that for the informed Nigerian reader, a proper and adequate interpretation of the text must stem from a proper understanding of the linguistic resources of Shakespeare’s day and incorporating same into either the African performance of the play on its reading (33). One visibly and audibly notices that in this play, there is intermingling of statecraft, politics, intrigue, conspiracy murder and finally revenge. The issue of betrayal and conspiracy is a common occurrence in contemporary Nigerian politics; with the various coup d’états that resulted in the death of many leaders and even a civil war.

In many tragedies, the flaw is lack of insight i.e. the inability to see the circumstances as they really are. Frequently, this ill-luck or blind fate brings about the downfall of the protagonist. Generally, the suffering that the protagonist goes through is the price that must be paid and the means by which
enlightenment comes. *Julius Caesar* may be tagged a revenge play as Antony, Octavius and Lepidius embarked on a revenge mission that ensured the conspirators paid very dearly.

In summary, we may conclude that the playwright, Shakespeare has presented his idea with a combination of elevated, complex and simple languages; with discursive elements that create heuristic tasks on the part of the reader to comprehend. Thus, the intermittent use of simple language especially by lesser characters has a thematic motivation as well as relevance, especially for dousing the high tension and characterization.

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CLIMATE CHANGE AWARENESS OF RURAL POPULATION AND ARABLE CROP CULTIVATION IN JEREMI REGION OF THE NIGER DELTA

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ABSTRACT
The global concern for the change in weather and climatic conditions in recent years has resulted in spurious research endeavors, conferences and workshops. However this awareness, preparedness and the enunciation of suggested strategies to adapt to this change tend to be skewed to the elite in societies. The paper attempts to ascertain the following. Are rural people aware of a change in the climatic conditions? What is the mode of diffusion of this awareness? What are the indicators that suggest this change in weather conditions? What strategies and options are available for them to adapt to climate change particularly in terms of arable crop cultivation. The research involved a random selection of 120 rural households in six rural settlements in Jeremi region of the Niger Delta. The towns are, Edjophe, Otu -jeremi, Iwhrekan, Iwhregegede, Oghior and Agboghwame. Every fifth house was selected for the survey and the household head was interviewed. Secondary data is elicited from existing climatic data in the study area. Respondents were orally interviewed on how they presently adapt to these changes. The study revealed that a large proportion of rural women in arable crop cultivation are highly illiterate and lack awareness of the overall implications of climate change to agriculture. They also lack adaptation techniques to enhance their agricultural practices. The paper suggests mass enlightenment of rural women. Governments’ assistance in the provision of adaptation strategies is essential.

Climate change related risks and uncertainties: their impact
i. Adequate Information on assessment of agricultural vulnerability, identifying hot spots and impact on women are lacking both globally and locally. Immediate action needed.
ii. Disaggregated data on strategies to cope up with the impact of climate change on men and women (different communities).
iii. Policy to support availability of clean energy and water (some kind of incentives may be proposed to attached to promote such policies, in line with C-credits?).
iv. Research to address adaptation to climate change and building women’s capacity.
v. Database on ITKs to support climate change related issues through the documentation of what has worked in one situation and validating in other.

Introduction
A study of the awareness of arable crop farmers on the variability of the weather is of import if food production is to be sustained in Nigeria. The present changes being evidenced have significant impacts on agriculture. Agriculture in Nigeria is largely rain fed and any alteration of the prevailing hydrological cycle will posit great challenges for the farmers who are largely illiterates. Climate change will further exacerbate the problem of poverty and hunger that presently bedevils the already marginalized delta region. Oruonye (2014) noted that despite the farmers’ awareness and adaptation to climate change in Taraba state, lack of information and capital hinders them from getting the necessary resources and technologies that facilitate adapting to climate change. Akpata (2009) noted that Farmers appear to be abandoning monocropping for mixed and mixed crop-livestock systems, considering risky, mono-cropping practicing under dry land. Farming experience and access to education were found to promote adaptation. Moreover, the study found that lack of effective access to information on climate change was prevalent among rural farmers. Ibrahim et al (2012) stated that the local farmers are experiencing climate change even though they have not considered its deeper implications. This is evidenced in the late arrival of rain, the drying-up of stream and small rivers that usually flow all year-round, the seasonal shifting of the “Mango rains” and of the fruiting period in the Southern part of Oyo State (Ogbomosho), and the gradual disappearance of flood-recession cropping in riverine areas of Ondo state are among the effects of climate disturbances in some communities of South-Western Nigeria.

Uyigue (2007) argues that meteorological data have shown that rainfall pattern in Nigeria has changed in the past decade. He adds that, there is change in the timing of rainfall and farmers can no longer predict the rain and know precisely when to plant their crops. This is already having an impact on food security, especially in southern Nigeria where rain-fed agriculture is practiced. Farmers in the region begin cultivation at the end of the dry season, when the rain begins to fall. They plant their crops after the first or second rain in the month of March, and sometime in April. After the first rain, the rain falls periodically until the months of June/July (the peak of the rainy season). The amount of rainfall within the period before the peak is needed for the optimum performance of many crops. Because of the change in rainfall pattern, farmers who plant after the first or second rain run into huge losses when the rains are delayed beyond the usual due to climatic changes. The crops are scorched causing huge economic loss. Emaziyie and Ike (2012) in a study of yam production in Bayelsa State, revealed that the projected future values witnessed an increasing trend in temperature and rainfall, while statistical yield data recorded a decreasing trend in yield of yam in the state. They recommended that increased awareness be created and disseminated through agricultural extension services and advocacy on the challenges of climate change. They emphasized that climate change adaption and mitigation measures as they specifically relate to agriculture, should as a matter of priority guide policy makers in the state in particular and Nigeria in general.

Ifeanyi-obii et al (2012) argued that in crop production, a lot of cropping options are also available, these include: altering of the timing or location of cropping activities; improved water management through use of technologies to ‘harvest’ water, conserve soil moisture (for example, through crop residue retention) and use/transport water more effectively; altering inputs such as crop varieties and species to those with more appropriate thermal time and vernalization; diversifying livelihood strategy to include income from other farming and non farming activities; improving the effectiveness of pest, disease and weed management practices through wider use of integrated pest and pathogen management, development and the use of varieties and species resistant to pests and diseases and maintaining or improving quarantine capabilities and monitoring programs; using climate forecasting tools to reduce production risk. Adebayo et al (2012) adds that farmers in Adamawa State are making efforts to adapt to climate change in various ways such as; planting tolerant crop varieties, altering planting schedules, planting early maturing varieties and crop diversification. They however lack adequate information on how to adapt to unprecedented changes in weather conditions.

Any successful program to enhance the awareness, adaptation and mitigation of the challenges of climate change to agriculture must require finance. In this regard, Arend and Lowman,(2011) stated that climate funds must ensure the equitable and effective allocation of funds for the world’s most vulnerable populations. They note that at present, women and girls, disproportionately vulnerable to negative climate change impacts in developing countries have largely been excluded from climate change finance policies and programmes.

These studies revealed that although illiterate farmers are adopting local /indigenous knowledge in grappling with changes in weather conditions, a lot still need to be done in this regard if food security is to
be assured. There is need for policy makers to integrate the local knowledge of adaptation of arable crop farmers into policies that will be developed on climate change adaptation to vulnerable groups.

2.0 The Physical and Economic Characteristics of the Jeremi Region

2.1 The climate of the Jeremi region

The whole of Urhoboland is a low-lying plain consisting mainly of recent unconsolidated sediments of Quaternary age. These sediments are partly of marine and partly of fluvial origin. Land elevation is generally under 50 meters above mean sea level and there is a marked absence of imposing hills that rise above the general land surface. The area is traversed by numerous flat-floored rivers that drain into the Atlantic Ocean (Ojameruaye, 2004, Aweto, 2002). Its climate is the same as that of the Niger Delta. It is humid subequatorial with a long wet season lasting from March to October that alternates with a shorter dry season that lasts from November to February. The climate is influenced by two prevailing air masses namely (1) the S. W. monsoon wind and (2) the N. E trade wind. The former prevails during the wet season and the latter during the dry season. The rainfall regime is double-peak, the two periods of peak rainfall being June/July and September which are separated by a relatively dry period in August. Annual temperature average in Urhoboland is about 27 °C with no marked seasonal departure from the average temperature as the annual range of temperature is quite small, rarely exceeding 3°C.

2.2 The Economy of the Jeremi Region

Arable farming, trading, fishing, lumbering, sand mining, palm wine tapping and local craft work are the major activities of the people. These are enabled by the natural resources available in the area. Fifty percent of arable soil is used for rubber plantations (Ojameruaye, 2004, Taiga, 2004). Plantains and pawpaw (Carica papaya) are usually cultivated perennially in home gardens and fertilized using household refuse. Rotational fallowing or shifting cultivation is the main system of food crop production. Fields to be cultivated are cleared in December/January and the cut and slash of cleared vegetation is allowed to dry before being burnt. Crops such as yams, cassava and maize are planted before the onset of the wet season, sometimes after the first rains in February or March. Maize is usually harvested after 4 months, well before cassava and yams which take much longer to mature (Aweto, 2002).

3.0 Materials and Methods

Questionnaires were employed in soliciting, question through a random sampling technique. One hundred and twenty arable farmers were selected in the six selected villages in the Jeremi clan. The questionnaire consisted of two sections: A- Personal/ Demographic Characteristics and B- knowledge and awareness of climate change. Focused group discussions were also held with sets of farmers on their awareness of changes in weather conditions and how they handle these changes.

4.0 Results and Discussion

4.1 Demographic Characteristics of Respondents

Farmers were 85(71%) females and 35(29%) males. All the farmers were married. They planted different types of arable crops such as yams, cassava, cocoyams in their farms. Eighty –five (71%) of them had no formal education, 25(21%) had primary school leaving certificate while 10(8%) had secondary school education. This implied that they could only identify changes in weather from perception rather than taking actual measurements.

4.2 Awareness of climate change by arable farmers.

All the farmers were indigenes of their various communities and had been farming since childhood with their parents. This indicates that they all had local knowledge of the farming season, weather characteristics and indigenous ways of adapting to natural hazards which may occur during the farming season. The study revealed that 100 percent of the arable farmers were aware of the changes in the weather conditions in the study area. Although they lacked accurate figures of rainfall and temperatures they noticed that subtle changes seemed to have occurred in the weather conditions of the Jeremi region. They referred to this change as ‘aruoke’ in the local dialect. The major sources of this awareness were from various means. This included personal observations 120 (100%), mass media 65 (54%), farmers information 3 (2.5%), telephone 18 (15%), published materials (0%) The latter indicates that publications on climate change awareness such as leaflets were not available to the arable crop farmers in this region whether in English or the local urhobo language.

4.3 Identification of changes in weather conditions.

All farmers agreed that they have noted the subtle changes in weather conditions particularly since the 2012 flooding period. They commented arbitrarily that unlike the previous years, onset of rainy season are
late, heavy rains now occur between February/March, with a longer rainy season and the dry season period is now relatively shorter but with very high temperatures. Temperatures have increased to about 28 to 30°C.

Farmers also posit that the usual August break is as present not clearly identifiable.

4.4 Impact changes in weather conditions on Arable Farming

Farmers perceived that a longer rainy season being experienced causes excessive water logging and this is inimical to plant growth and crop yield. The extreme heat of the dry season tends to scorch the tender growing as well as mature plants. These are observable from the changes in the plant cover that literally become dry and brown in colour as a result of the intense heat. Perennial plants such as plantains fall down due to lack of water to help them retain their stability. Plantain yields are also become smaller in size during this extremely dry period.

4.5 Local adaptation methods employed by Arable farmers.

Farmers tended to apply local knowledge to adapting to these changes. Among these are the changes in the planting seasons. Arable crop farmers have largely monitored the weather and adjusted their planting times to the beginning and the end of the rainy season when water logging is highly minimized or absent. Fast maturing species of crops such as cassava is now being planted in early January/February to mature before the peak of the rainy season in June/July. Eighty percent (80%) of the farmers have also adopted mixed cropping and others, 55(45%) are involved in other occupations while taking risk with changes in weather conditions. The study noted that crops such as yams, cocoyams, and maize are not planted until the early rains occur. Vegetables such as pumpkin plant and pepper are planted early January around homes and are watered daily to enhance their growth. Mulching is a major indigenous technique which is largely adopted at this time in order to retain water as well as prevent the young plants from being scorched by the heat of the sun.

5.0 Conclusion

The paper concludes that farmers’ local knowledge of changes in the weather conditions and their indigenous adaptation strategies are unscientific. There is need to fill this existing lacuna between the scientific evidence of weather changes by climatologists and diffusion of proven scientific agricultural adaptive techniques to enable the production of arable crops in the region, in the face of this global threat of climate change.

6.0 Suggestions

Local farmers need to be enlightened on the effects of the changes in the weather and how to effectively adapt sustainable strategies that will enhance the cultivation of arable crops. This could be through town criers, film shows translated in local dialects. The frequent monitoring of these farmers by extension workers which are presently lacking in the study area, will be a relevant guide to local farmers grappling with the effects of climate change.

Extension workers need to go through refresher courses on effective adaptation strategies that may be suitable for the Niger delta.

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PERCEPTION AND RESPONSE TO HIV/AIDS IN RURAL BENUE NIGERIA

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Abstract
In most developing countries of Africa there has been a common failure to prioritize perception of risk and sexual behaviours in the design and implementation of HIV/AIDS prevention programmes for key populations most vulnerable in these countries. This makes it difficult to develop more focused and cost-effective prevention programmes in concentrated epidemics. This study assesses the knowledge and perception of HIV/AIDS among the population between ages 15 and 49 years in Buruku Local Government Area of Benue State, Nigeria. The study was executed using structured questionnaires, focus group discussions and in-depth interviews. The respondents had a fair knowledge of HIV/AIDS with 68% perceiving it as a serious health problem. 26% of the respondents perceive HIV/AIDS as a spiritual infliction resulting from the sinful nature of the individual so afflicted. 31% of the respondents showed evidence of sero-sorting by selectively engaging in sexual activity without condoms use with healthy looking sexual partners. 69% of respondents will not employ someone with HIV infection for fear of causing damage to their business image. Statistically significant (p<0.01) correlation was found between stigma determined as a willingness to associate with HIV infected persons and demographic characteristics of education (0.636) and income (0.468). Lower educational and lower income levels were uniquely associated with stigma ($R^2=0.47$, $p<0.001$) in the simple regression model. It is recommended that HIV intervention and sensitisation programmes that reduce high-risk sexual behaviour; encourage condom use, provide care for those already affected and encourage voluntary counselling and testing should be developed and introduced in Buruku. In addition, Anti-Retroviral Treatment should be made available in all rural communities in Nigeria including Buruku.

Keywords: Perception, HIV/AIDS, Risky sexual behaviour, Stigma, Nigeria.

Introduction
The number of people living with HIV (PLH) continues to rise despite modest progress in preventing new HIV infection (UNAIDS/WHO, 2009; WHO, 2008). About 2.7 million new HIV infection cases were reported worldwide in 2008 (UNAIDS/WHO, 2009) approximately 40% lower than the 2005 figure. Antiretroviral therapy coverage also rose markedly from 7% in 2003 to 42% in 2008 leading to lower AIDS-related death rates across countries and regions but also contributing to increases in HIV prevalence (UNAIDS/WHO, 2009). HIV infection among the sexually active population of Nigeria grew from 1.8% in 1994 to 5.6% in 2002 but declined to 4.3% in 2005 and 4.1% in 2012 (GARPR, 2012; FMOH/NASCP, 2005). Although HIV infection rate in Nigeria may comparatively appear lower than those of neighbouring countries the figures represent a higher number of infections given the large population size of the country.

Nigeria has experienced greater than 200 percent increase in HIV sero-prevalence in the last two decades making it the country with the highest number of HIV-infected people in West Africa (GARPR,
2012; Amolo et al., 2003). These sero-prevalence surveys have shown that the segments of the population most affected are adolescents and young people aged between 15-25 years with an estimated 2.7% of women and 1.2% of men living with HIV (UNGASS, 2010; FMOH, 2010; UNAID/WHO, 2009). While adult HIV prevalence has been roughly stable in recent years in most countries of West Africa, national prevalence statistics obscure widespread disparities observed across rural-urban areas. In Nigeria for instance HIV prevalence was generally higher in urban sites (4.6%) than rural sites (3.9%) but disparity exist between and within geopolitical zones. Benue state in North Central Nigeria had an HIV prevalence rate that was slightly higher in urban (4.6%) than rural sites (3.9%) with a median prevalence of 10.7% in Wannune a rural site (FMOH/ NASCP, 2010; 2005). Similarly, in the North East zone, HIV prevalence was higher in rural sites (4.7%) compared with urban site (3.0%) in Borno state. This is an indication that across regions, the meaning and context of sexuality differs among population and groups with varying socio-cultural beliefs that have major impact on sexual behaviour (Akwara et al., 2003; Cohen and Trussell, 1996).

Existing strategies to control the spread of HIV in Nigeria have often relied on media campaigns and other forms of public awareness. Nonetheless, simplistic media messages are inadequate in the struggle against the infection (Katahoire and Kirumira, 2008; McPherson, 1996). There has been a common failure to prioritize perception of risk and sexual behaviours in HIV prevention programmes for key populations in the country. This makes it difficult to develop more focused and cost-effective prevention programmes in concentrated epidemics. Since perception influences behaviour, understanding the extent to which the populace, especially the most vulnerable group, perceive the risk of HIV infection is critical in the development of strategies aimed at encouraging behavioural change from risky to safer sexual conduct. This is particularly important in a state like Benue with the highest HIV prevalence rate (>8.0%) in the country (UNGASS, 2010). While most studies on the impact of HIV/AIDS in Benue State have focused on vulnerable children, agriculture, rural livelihoods and adolescent sexuality and reproductive health (Hula, 2010; Hilhorst, et al., 2006; Adeoti, 2004; Amolo et al., 2003; Alubo et al., 2002) there is a dearth of knowledge on public perception of the HIV infection in the State and Nigeria in general. This has serious negative implication on the success of existing HIV/AIDS prevention programmes in the country.

This study assesses the perception and response to HIV/AIDS among the predominantly rural population of Buruku Local Government Area (LGA) of Benue State (Figure 1) populated mainly by the Tiv ethnic group. The study will help underpin current strategies of HIV/AIDS prevention and identify social perspectives of the pandemic. It will also provide a base for the development of HIV/AIDS control strategies geared towards inducing positive sexual behavioural change in Nigeria.

**Methodology**

The study was executed using structured household questionnaires, focus group discussions (FGD) and in-depth interviews. Data was collected at community, household and individual level. Before the commencement of the study, the leadership of the administrative wards and communities were contacted and the purpose of the study and methods was fully explained. Permission was then solicited and obtained at the various stages of data collection. For the household survey, a domicile listing and street coding was undertaking at each ward with the help of community leaders. Two teams of three researchers each received a three-days training on questionnaire administration and conducting interviews including a pre-test exercise. One Benue indigene was included in both teams to address language issues during fieldwork. Confidentiality of respondents in the study was respected and no identification particulars were required. Permission to use the data from the survey was orally solicited and ethically obtained.

**Questionnaire administration**

Due to the absence of accurate population data at the time of field study, the size of the household survey was set at five hundred and twenty with 40 questionnaires administered per ward (Table 1). However, 572 pretested questionnaires were administered in total with the extra 52 (4 per ward) meant to replace randomly selected households that refused to participate. The questionnaire consisted of Part A which contained questions on demographic and socio-economic characteristics; and Part B containing questions on perception of risk to HIV infection, possible sexual behavioural change because of the risk of contracting HIV, type of precaution preferred, willingness to undertake blood testing to determine HIV status, general knowledge about HIV/AIDS and attitude to people living with and affected by HIV (PLWHA). In each administrative ward five (5) communities were randomly selected and the names of streets in the selected communities were written on equals-sized pieces of paper. Eight (8) streets were then randomly picked and five (5) questionnaires were administered to households using systematic sampling. Questionnaires were administered to a household head or any adult member in every third house.
on both sides of a selected street until the required sample size was achieved. In few cases, the chosen streets were too short such that the questionnaires administration spilled to the next adjoining street. All completed questionnaires were cross-checked and examined for errors and inconsistency. Only those within ages 15 – 49 years were eligible to participate in the household survey.

Table 1: Wards and sample population of the study area

<table>
<thead>
<tr>
<th>S/n</th>
<th>Wards</th>
<th>LGA</th>
<th>Sample population</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>1</td>
<td>Mbaade</td>
<td>Buruku</td>
<td>20</td>
<td>20</td>
</tr>
<tr>
<td>2</td>
<td>Binev</td>
<td>Buruku</td>
<td>23</td>
<td>17</td>
</tr>
<tr>
<td>3</td>
<td>Shorov</td>
<td>Buruku</td>
<td>24</td>
<td>16</td>
</tr>
<tr>
<td>4</td>
<td>Mbaakura</td>
<td>Buruku</td>
<td>21</td>
<td>19</td>
</tr>
<tr>
<td>5</td>
<td>Mbaya</td>
<td>Buruku</td>
<td>23</td>
<td>17</td>
</tr>
<tr>
<td>6</td>
<td>Mbatyough</td>
<td>Buruku</td>
<td>22</td>
<td>18</td>
</tr>
<tr>
<td>7</td>
<td>Mbakyaan</td>
<td>Buruku</td>
<td>24</td>
<td>16</td>
</tr>
<tr>
<td>8</td>
<td>Mbayongo</td>
<td>Buruku</td>
<td>17</td>
<td>23</td>
</tr>
<tr>
<td>9</td>
<td>Etulo</td>
<td>Buruku</td>
<td>25</td>
<td>15</td>
</tr>
<tr>
<td>10</td>
<td>Mbaapen</td>
<td>Buruku</td>
<td>26</td>
<td>14</td>
</tr>
<tr>
<td>11</td>
<td>Mbaazaagee</td>
<td>Buruku</td>
<td>21</td>
<td>19</td>
</tr>
<tr>
<td>12</td>
<td>Mbaatiikyaa</td>
<td>Buruku</td>
<td>23</td>
<td>17</td>
</tr>
<tr>
<td>13</td>
<td>Mbayaka</td>
<td>Buruku</td>
<td>19</td>
<td>21</td>
</tr>
<tr>
<td></td>
<td>Grand Total</td>
<td></td>
<td>288(55%)</td>
<td>232(45%)</td>
</tr>
</tbody>
</table>

**Focus Group Discussion (FGD) Meeting**

For the FGD meetings, the researchers asked questions orally and recorded responses. Although a structured question guide was used to conduct the interviews, respondents were allowed to speak freely on any issue concerning their perception of HIV/AIDS. The FGDs were used to mainstream the responses obtained from the structured questionnaire and involve target population segments of the study area (youths, women and opinion leaders). The local government area (LGA) was divided into 4 arbitrary units consisting of at least four geographically contiguous wards. Each FGD meeting had in attendance a minimum of four participants from each ward constituting the arbitrary units. The participants include school teachers, community leaders, religious leaders, household heads, market leaders and senior secondary and university students. In-depth interviews were conducted with clinic/maternity staff, religious leaders, community heads and household heads.

**Data analysis**

The data from the household questionnaire was entered and analyzed using the SPSS 16.0 statistical software package. Descriptive statistics were mainly used in the data analysis. Association between stigma and demographic variables of income, education and religion were examined using correlation and regression analysis.
Results and Discussion

Demographic characteristics

In Benue State, Buruku is classified as a high population density area having between 156 and 258 persons per sq. km with a sex percentage distribution of 50.3% males and 49.7% females (Hula, 2010; NBS, 2009). Respondents in this study comprised sexually active male (55%) and female (45%) between ages 15 – 49 years. Fifty-four percent (54%) of the respondents were adolescent aged between 15 – 19 years while 35% and 11% represents those between ages 20 – 29 years and between 30 – 49 years respectively. The female population was given priority during the FGDs because by the end of 2007 57% of HIV infection occurred among women between ages 15-49 years (UNAID, 2008) with an average of 12 women living with HIV for every 10 infected men. Most of the respondents (61%) were single at the time of the study, 19% were married, 3% divorced, 9% separated and 8% were widowed. Christianity (85%) is the predominant religion of the respondents in the study area. African Traditional Religion (8%) and Islam (5%) are other religious groupings while 2% of the respondents had no religious affiliation.

More than two-third (86%) of the respondents have had one form of education. Specifically 22% had primary education, 39% secondary education, 14% technical/vocational/technological training (OND/NCE/HND), and 6% have attained tertiary education, implying a 19% illiteracy rate in the study population. The overall illiteracy rate in Benue is relatively high. By the end of 2006, Benue state had a total population of 1,083,521 persons who have never had any formal education; 665,215 attending primary school; 480,452 attending secondary school and 308,711 attending tertiary institution (NBS, 2009). Eighty-one percent (81%) of respondents earn a maximum of #39, 000 per annum or #3,250 per month which translate to about 70 US cents a day ($1US = #150). This income level is indicative of the endemic poverty in the study area. Agriculture is the bane of the local economy with subsistence farming (40%) as the major occupation of the respondents (Table 2).

Table 2: Socio-demographic characteristics of respondents

<table>
<thead>
<tr>
<th>Characteristic</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sex</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Male</td>
<td>288</td>
<td>55</td>
</tr>
<tr>
<td>Female</td>
<td>232</td>
<td>45</td>
</tr>
<tr>
<td>Age</td>
<td></td>
<td></td>
</tr>
<tr>
<td>15-19</td>
<td>281</td>
<td>54</td>
</tr>
<tr>
<td>20-24</td>
<td>104</td>
<td>20</td>
</tr>
<tr>
<td>24-29</td>
<td>78</td>
<td>15</td>
</tr>
<tr>
<td>30-34</td>
<td>16</td>
<td>3.1</td>
</tr>
<tr>
<td>35-39</td>
<td>14</td>
<td>2.7</td>
</tr>
<tr>
<td>40-44</td>
<td>16</td>
<td>3.1</td>
</tr>
</tbody>
</table>
Knowledge and Perception of HIV/AIDS

The respondents had a fair knowledge of HIV/AIDS with 68% perceiving it as a serious health problem. Unlike the study by Anugwom (1999) in which a significant number of the respondents (70%) saw HIV/AIDS as an invention of western nations to subjugate Africa only 6% of the respondents in this study viewed HIV as a western invention. Twenty-six percent (26%) perceived the disease as a spiritual infliction resulting from the sinful nature of the individual so afflicted. Such erroneous perception complicates efforts aimed at combating the spread of HIV/AIDS.

Majority of respondents identify the transmission modes of HIV as unprotected sex, use of unsterilized needles, oral sex and blood transfusion. However, 27% incorrectly identifies hugging those infected with the virus and mosquito bites (17%) as transmission modes (Table 3). Orthodox medicare is perceived by 72% of respondents as the most appropriate way to manage HIV/AIDS patients while 17% recommend a spiritual solution and 11% the use of traditional herbs. Although 81% of respondents viewed HIV as a manageable disease, 19% perceived HIV infection to imply instant death. Sixty-two percent (62%) of these respondents who perceive HIV infection to imply instant death do not see the possibility of contracting HIV in their lifetime irrespective of their sexual behaviour. This is particularly disturbing considering that over two-third of these respondents were within ages 24 – 35 years and sexually active.

While the respondents generally exhibit reasonable awareness of the HIV infection, accurate knowledge on transmission mode is limited. There is a need to scale up HIV education and intervention strategies to focus on target groups in the area.
The respondents consider the major domains of HIV/AIDS in Nigeria to be Benue (59%), Edo (17%), Lagos (15%) and Nassarawa (9%). Media awareness campaigns in Benue state have often hinged on the prevailing high intensity of the pandemic in the state and the need for a change in sexual behaviour. This might explain the respondents’ perception of Benue state as the major domain of HIV in Nigeria. Majority of respondents (43%) identify hotels and brothels as main centres of HIV transmission. University campuses (17%), hospitals (16%), hair salon (14%) and military bases (10%) accounts for other centres of HIV risk. The occupational careers perceived as most vulnerable to HIV is prostitution (41%), students (24%), lecturing and teaching (14%), military (12%) and health services (9%). Sex workers usually have multiple sexual partners and are very often unable to negotiate safe sex with their partners in a male dominated society like Benue State. This increases their vulnerability to HIV infection and subsequent transmission to the general population through sexual networking. Available health statistics indicate that HIV prevalence rate among Female Sexual Workers (FSW) in Nigeria has remained high and continues to exhibit an upward trend from 17.5% in 1991 to 35.6% in 1995 (FMOH/ NASCP, 2005). Similarly, university campuses are important settings for sexually active youths to express their sexual needs.

### Table 3: Knowledge and Perception of HIV/AIDS

<table>
<thead>
<tr>
<th>General view</th>
<th>Frequency</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>A serious health problem</td>
<td>354</td>
<td>68</td>
</tr>
<tr>
<td>A western invention</td>
<td>31</td>
<td>6</td>
</tr>
<tr>
<td>Spiritual infliction</td>
<td>135</td>
<td>26</td>
</tr>
<tr>
<td><strong>Transmission route</strong>*</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unprotected sex</td>
<td>381</td>
<td>73</td>
</tr>
<tr>
<td>Use of unsterilized needles</td>
<td>287</td>
<td>55</td>
</tr>
<tr>
<td>Hugging those with the virus</td>
<td>141</td>
<td>27</td>
</tr>
<tr>
<td>Oral sex</td>
<td>168</td>
<td>32</td>
</tr>
<tr>
<td>Mosquito bites</td>
<td>89</td>
<td>17</td>
</tr>
<tr>
<td>Unscreened blood transfusion</td>
<td>276</td>
<td>53</td>
</tr>
<tr>
<td><strong>Perceived implication of HIV infection</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Manageable</td>
<td>422</td>
<td>81</td>
</tr>
<tr>
<td>Instant death</td>
<td>98</td>
<td>19</td>
</tr>
<tr>
<td><strong>Management method</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Orthodox medicare</td>
<td>374</td>
<td>72</td>
</tr>
<tr>
<td>Spiritual solution</td>
<td>89</td>
<td>17</td>
</tr>
<tr>
<td>Traditional herbs</td>
<td>57</td>
<td>11</td>
</tr>
<tr>
<td><strong>Perceived node of transmission</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hotels and Brothels</td>
<td>224</td>
<td>43</td>
</tr>
<tr>
<td>Hair salon</td>
<td>73</td>
<td>14</td>
</tr>
<tr>
<td>Hospitals</td>
<td>83</td>
<td>16</td>
</tr>
<tr>
<td>Military bases</td>
<td>51</td>
<td>10</td>
</tr>
<tr>
<td>University campuses</td>
<td>89</td>
<td>17</td>
</tr>
<tr>
<td><strong>Perceived most vulnerable occupation to HIV infection</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Prostitution</td>
<td>214</td>
<td>41</td>
</tr>
<tr>
<td>Students</td>
<td>124</td>
<td>24</td>
</tr>
<tr>
<td>Health workers</td>
<td>47</td>
<td>9</td>
</tr>
<tr>
<td>Lecturers and Teachers</td>
<td>73</td>
<td>14</td>
</tr>
<tr>
<td>Military</td>
<td>62</td>
<td>12</td>
</tr>
</tbody>
</table>

*Multiple responses*
desires without restraints. Although HIV awareness level was found to be high in tertiary institutions unprotected sex and other risky sexual behaviours were common practices among many students (Fawole et al., 2011; Katahoire and Kirumira, 2008). A university student participating in one of the FGD allude that:

*The university is filled with lots of girl willing and ripe to sexually play ball! We the guys are here to help but regular condom use is really difficult to finance and sustain.*

A study by Anugwom (1999) found that 40% of Nigerian university students do not take any form of precaution against HIV. Respondent’s allusion to lecturing/teaching and military as some of the occupational careers most vulnerable to HIV infection was difficult to gauge from the household survey. However, a participant at a FGD meeting notes that:

*Soldier men (military personnel) are naturally promiscuous and they chase after girls and marry everywhere they are posted. Some of our girls also run after them because of the protection they get... lecturers have students at their beck and call so the temptation is high.*

**Sexual Behaviour**

General scepticism about the existence of HIV/AIDS is an important factor in the spread of the infection in Benue state. This is exacerbated by poverty and other socio-cultural factors that increase the likelihood of adolescents to engage in risky sexual behaviour. While the positive relationship between HIV prevalence and socioeconomic status appears to be common in most African countries where community-based HIV testing has been done the evidence for the relationship between poverty and sexual risk-taking appears mixed (Madise et al., 2007). The respondents perceive poverty as inextricably linked with prostitution and is identified as the main reasons for HIV intensity in the state (Figure 2). A worrisome recent development according to some FGD participants is the increased search for teenage sexual partners by sexually active older men in secondary schools in the area. To improve their financial status these teenage girls are willing to indulge in risky sexual activities with limited ability to negotiate safe sex. Secondary school students during an interview session disclose that:

*It is not just older men in the area. Even some of our teachers make advances at us (the female students) and offer money and preferential treatment in exchange for sex. So it’s not our fault. We have few options. Some of our parents are very poor and we can’t easily resist the offer of good money else we won’t be able to buy make-up or nice clothes. After all it is just sex for the better life. As for the use of condom, most Buruku men do not like it. Continued insistence on condom use can even lead to a break-up in your relationship.*

Such revelation reinforces the urgent need to incorporate sex education into our secondary school curriculum to treat topics related to adolescent reproductive health, HIV/AIDS contraction, prevention and control. This will help adolescents perceive correctly and understand the threat posed by unsafe sexual relationships. Modest attempts have been made to sensitize young peers across the country by the federal government of Nigeria through its National Youth Service Corps programme in conjunction with UNICEF. A Peer Education Training (PET) programme has been introduced in which interested youth corps members are trained to provide scientifically accurate and culturally sensitive information on adolescent reproductive health and HIV/AIDS prevention and control to adolescents in their areas of primary assignment. However, sex education alone may not be sufficient unless government addresses the underlying problem of endemic poverty in the area which appears to be a major driver of unsafe sexual behaviour among the most vulnerable group in the area even when they acknowledge the dangers of such behaviour.

Sexual activity was reported by 396 respondents to the structured household questionnaire. Eighty-one percent (81%) of these respondents indicated an average of 3.4 sexual partners while 14% had at least two sexual partners and 5% had a single sexual partner in the last six months prior to the survey. Similarly, 78% (N=99) of the married respondents have had premarital sex without condom use. Three-quarter of the respondents would change at least an aspect of their sexual behaviour after one-on-one education about HIV/AIDS and dangers associated with risky-sexual behaviour. These changes related to a decrease in the number of sexual partners (31%), restricting to only one sexual partner (28%) and adopting the consistent use of condoms (41%). The use of condoms was the most preferred precaution by respondents (62%) against HIV infection. Male latex condoms if correctly used are regarded as the single most effective tool
to reduce sexually transmitted infections including HIV. Consistent use of condoms still remains a challenge for most adolescent in the study area. A participant in one of the FGD recalls that:

*Even when they (male partner) accept to use a condom they sometimes remove it before the end of sexual intercourse.*

Respondents identify loss of pleasure (35%), long period of courtship (32%), trust in sexual partner (27%) and lack of regular access to condoms (6%) as reasons for inconsistent condom use in their sexual relationship. Thirty-one percent (31% N=396) of respondents do not use condoms with healthy looking sexual partners. This sexual behaviour whereby individuals selectively engage in unprotected sex with partners they believe is of the same HIV serostatus is described as serosorting (Liu et al., 2011; Suarez and Miller, 2001). The practice of serosorting is currently an unproven HIV prevention strategy fraught with risk of HIV infection in sexual partnership particularly where the perceptions of the partner’s serostatus are inaccurate (Jin et al, 2009; Butler and Smith, 2007). The average time from infection with HIV to the development of AIDS is about eight years (UNICEF, 2003) implying that on average, a person may not manifest symptoms of AIDS until eight years after becoming infected. For most of this period the person may appear healthy and can transmit the infection to others without knowing it (USAID, 2001; UNICEF, 2003).

![Figure 2: Perceived reasons for HIV intensity in Benue State](image)

**Stigma and discrimination**

One of the most poorly understood aspects of the HIV epidemic is stigma and discrimination (Parker and Aggleton, 2003) which is triggered by many factors including a lack of understanding of the infection, myths about how HIV is transmitted, prejudice, irresponsible media reporting on the epidemic, social fears about sexuality, illness and death (UNAID, 2002). HIV/AIDS is a highly stigmatised infection in Benue State and those people living with HIV/AIDS (PLWHA) are discriminated against. This limits the willingness of people to know their HIV status and drives the AIDS epidemic. In this study, 33% of respondents expressed willingness to undertake a blood test to know their HIV status. A clinic nurse in an interview session affirms that:

*The level of resistance from patients advised to undertake HIV testing as part of the diagnosis process for tuberculosis and other infections have reduced in the last two years. They (the patients) appear more amenable to HIV testing but with a promise from us to maintain strict confidentiality no matter what the results reveal. We make them understand that as professionals maintaining confidentiality is part of our training.*

However, more than two-third were unwilling to know their status for two broad reasons. First, they were concerned that knowing their status would present an extra psychological burden to them should the result prove to be positive and this could limit their social safety net within their family and the community.
Secondly, the association of HIV/AIDS with multiple sexual partners, prostitution, promiscuity and reckless living makes contraction of the disease a moral issue in the communities that places the affected individual and his/her family at risk of marginalisation and social discrimination. The latter concern was also raised by the FGD participants as the main driver of HIV/AIDS stigmatization within the communities. A household head in one of the interviews remarked that:

_Those infected with the disease have certainly led a promiscuous lifestyle. They were not properly brought up. Those are the only explanation. For me, I always pray for my children and advice them on the need to live a responsible lifestyle and avoid unprotected sex no matter the temptation until marriage._

Sixty nine percent (69%) of respondents will not employ someone with the HIV infection for fear of causing damage to their business image. This translates to a loss of economic productivity and deprivation of PLWHA. Gender related discrimination is also a major challenge for the female population who are often blamed for transmitting the infection to their spouse. This was evident during a FGD meeting as some participant suggests that:

_Women are more prone to HIV infection because they sleep around and can contract the virus in many ways and eventually transmit it to guys who are not protected._

Such perception is an indication of the level of stigma surrounding HIV in the community evident in attempts by people to alleviate their fears by perceiving certain other groups to be more at risk without consideration that they too could be at risk of HIV infection through their own behaviours. The impact of HIV/AIDS-related stigmatization and discrimination on women only reinforces pre-existing cultural, educational, economic and social disadvantages they suffer (UNDP, 2007; Foreman et al., 2003; Aggleton and Warwick, 1999). In this study, there was statistically significant ($p<0.01$) correlation between stigma (determined as a willingness to associate with HIV infected persons) and demographic characteristics of education ($0.636$) and income ($0.468$). In the simple regression model lower educational and lower income levels were uniquely associated with stigma ($R^2=0.47$, $p<0.001$). As a response to stigmatisation, majority of the FGD participants concede with apprehension that denial is the best option and knowing their HIV status might complicate that reality and result in loss of dignity and friends. Such denial constrains the ability of government and non-governmental organisations to combat the epidemic and develop effective policy aimed at tackling stigmatization and discrimination of people living with and affected by HIV/AIDS. It also makes it difficult for people to seek voluntary counselling and testing (VCT) and obtain antiretroviral therapy.

Religious institutions were reported to be playing a key role in tackling discrimination of PLWHA in the communities. A key informant report that people who suffer HIV related discrimination in the area often turn to the church for help, counselling and support.

_We counsel lots of worshippers who are undergoing one form of discrimination or the other on account of their health status. Of course! more women than men come for counselling. We render assistance especially financial assistance where we can but God is the comforter. What we have resolved is to always preach brotherliness in Sunday sermons to influence people’s attitudes towards one another no matter their condition; health or otherwise. Although we do not sanction premarital sex we understand that most people are engaged in it so we advice them during counselling to use disease preventive measures to safeguard themselves and others if they can’t keep their sanctity._

**Conclusion and Recommendation**

If success is to be achieved in the fight against the HIV pandemic in Nigeria, a thorough understanding of perception of risk to HIV/AIDS infection particularly of the most vulnerable segment of the population is crucial. There is need for campaigners to highlight other modes of HIV transmission as well as unprotected sex while indicating that transmission of the virus does not necessarily imply promiscuity given that anybody could be at risk of HIV infection if safe sexual behaviour and other preventive measures are not adopted. This will also help deemphasize the attachment of the infection to morality which is an underlying driver of the ways people perceive the HIV infection and subsequently resulting in the discrimination of PLWHA. The most effective response will be for government and NGOs to translate commitments into effective prevention/control programmes to promote interventions that reduce high-risk sexual behaviours. Responsible media reporting, education and new legislation should also be put in place.
to protect the rights of PLWHA and prevent systematic and institutional discrimination on account of their health status. On the basis of the findings of this study the following recommendations are made:

- HIV intervention and sensitisation programmes that reduce high-risk sexual behaviour; provide care for those already affected and encourage voluntary counselling and testing should be developed and introduced in Buruku.
- Condom distribution programme should also be established in Buruku and other rural communities to improve access especially by the adolescent population.
- Voluntary Counselling and Testing (VCT) services and centres should be made available in Buruku to target population groups between ages 15-49. PLWHA should be identified and psychological support provided. Anti Retroviral Treatment should also be made available and accessible to those living with HIV.
- Programmes of poverty reduction should be accelerated in Buruku to improve the living standard of residents as this will eliminate a major driver of risky sexual behaviour. Such programme should include an HIV prevention dimension that encourages community mobilisation for PLWHA and support through income generation, empowerment and involvement in prevention and care education.
- The government should form a partnership with religious institutions and actively recruit leaders into activism for HIV prevention and control and to dispel myths about casual factors of infection.
- Regular training sessions should be conducted for health workers in both government and private hospitals/clinics/maternity in Buruku to provide effective assistance to PLWHA.

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POOR GOVERNANCE, INSECURITY AND PUBLIC SECTOR REFORMS IN NIGERIA: AN ANALYSIS OF PUBLIC-PRIVATE PARTNERSHIP AND INFRASTRUCTURAL DEVELOPMENT IN ABIA STATE, NIGERIA, 2007-2014

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Abstract
Following the enactment of the Infrastructural Concessions Regulatory Commission (ICRC) Act in Nigeria, Abia state government keyed into the framework of the PPP in 2007. This was in a bid to bridge the infrastructural gap in the state and to actualize the objectives of the Millennium Development Goals (MDGs), especially as it affects the development of a global partnership for poverty reduction through provision of basic infrastructures. Despite policy efforts made towards this direction, decadence in the state’s health system, education, road network, electric power generation and distribution, housing, industries, among others, has been on increase. In the light of this, the study interrogated poor governance, insecurity and public sector reforms in Nigeria, using public-private partnership policy and infrastructural development in Abia state as a reference point. In doing this, the study relied substantially on the core assumptions of Systems theory, documentary method of data collection and content analysis. The study problematized poor governance regime as implicated on non-compliance to the legal framework of risk sharing in project design, execution and funding by the Abia State government, as well as internal security threats as casus belly to docile role of the policy objectives of the Public Private Partnership (PPP) Policy in infrastructural development in the state. The need for the Abia state government to improve in its governance system, which currently emphasizes on criminalization of politics and state dominance in the development process, is seen in the study as quite imperative.

Key Words: Partnership, Infrastructural Development, Public Sector, Insecurity, Governance

Introduction
Public sector reforms in Nigeria have come of age, not so because of its transition to efficiency and effectiveness in the conduct of public business and service delivery, but primarily because of concerns the wear and tear associated with the reforms have provoked in the academic and professional discourse. Between 1960 and 2014, the emergent Nigeria’s leaders implemented different fads nay a superfluity of challenging policy initiatives for overcoming the challenges associated with public service delivery in the country, especially on the area of infrastructural provision. Public-Private Partnership (PPP) is yet another such policy initiatives. PPP policy was implemented in Nigeria in 2005 to serve as a flagship for infrastructural development and provision and to ensure value for money in service delivery in the country. The rationale for PPP hinges on the fact that it provides for more efficient procurement that focuses on consumer satisfaction and life cycle maintenance, and new sources of investment in particular through a joint agreement of both parties. It has its major plank on leveraging from the technical expertise and investment potentials of the private sector and donor agencies, as well as in diminishing the entrenched government monopolies in infrastructural provision (Health and education facilities, housing, electricity, good road network, pipe borne water, railways etc) (Sotola & Ayodele, 2009).

In view of the relevance of PPP in infrastructural development and provision, the Infrastructural Concessions Regulatory Commission (ICRC) in Nigeria sets out the various frameworks for effective implementation of PPP, which include the review of the legal and regulatory framework created under the following existing legislations:
• the Privatization and Commercialization Act of 1999;
• the Fiscal Responsibility Act of 2007; and
Private Partnership itself. Industries, among others, consists of the traditions poor infrastructural scenario in Abia state was carved out from Imo State on 27th August, 1991, there was a mass movement of people from Imo State to Abia State. This brought with it tremendous pressure on the existing infrastructures in the state with attendant challenges for governance and sustainable development, more so, in an environment of lean financial resources. Thus, a baseline survey by the Federal Office of Statistics in 2000 indicated a total collapse of infrastructure and social amenities (roads, health, educational institutions, water supply and other social services), environmental degradation, massive unemployment, threats to lives and property, inadequate housing provision, and thus, contributing to 52.6% poverty ratio of the population of the state. Unarguably, this situation can only be reversed if the right environment is created through a re-orientation towards entrenched good governance for improved delivery of public goods and services to the masses. In this regard, the Orji Úzor Kalu led administration adopted an integrated, multi-sectoral grassroots development approach and economic empowerment of the people represented, among others, by the Abia State Economic Empowerment and Development Strategy (ABSEEDS) in 2000. The overriding policy thrusts of ABSEEDS were poverty alleviation and sustainable economic growth through the redefinition of the role of government, promotion of a private sector-led economy and sustenance of good governance through inclusive governance, public sector reform, transparency and accountability (ABSEEDS, 2005). Though modest efforts were made by the administration towards these directions, unfortunately, the policy thrust of ABSEED could not equate reality, and thus, creating a monumental infrastructural chasm and the need for paradigm shift in the development discourse in Abia State.

In a bid to bridge the infrastructural gap in the state, the civilian administration of Governor T.A. Orji keyed into the framework of the PPP in 2007 (Abia State Investment Brochure, 2014). In synergy with the World Bank, UNIDO, UNDP and other local and international partners, Common Facility Centre (CFC), Community Driven Development (CDD) initiative, among others were put in place to facilitate the provision of basic infrastructures in the state. Like its predecessor, Abia State under Governor T.A. Orji could hardly boast of, or break even, in terms of development and provision of basic infrastructures. Consequently, poor infrastructural scenario in Abia State as seen in the health system, education, road network, electric power generation and distribution, industries, among others, worsened by 30% between 2004 and 2014 (United Nations Wider Report, 2014). This precarious state of infrastructures in Abia State and its consequent toll on socio-economic activities and overall development and security of the state has indeed, raised serious concern among Abians, as well as other national and international observers. It is therefore in the light of the concern that this paper is focused on the investigation of poor governance, insecurity and public sector reforms in Nigeria, using Abia State Public-Private Partnership policy and infrastructural development as a reference point.

Conceptual clarifications on: Poor Governance, Insecurity and Public Sector Reforms

Poor governance is the opposite of good governance. Governance itself consists of the traditions and institutions by which authority is exercised. It includes the capacity of the government to formulate and implement sound policies, manage scarce resources, and deliver, or ensure the delivery of services to its citizens. The components of governance: citizenry, the institution and public/private providers are enhanced through three fundamental elements – accountability, responsiveness and capability (World Bank, 2010). Good governance entails efficiency and effectiveness in the management of the available human and material resources, initiation and implementation of potent policies and programmes,
accountability, transparency, unrestricted access to information, all aimed at optimum realization of stated goals and objectives. In contrast, poor governance refers to inefficiency in the formulation and implementation of policies that are necessary to meet the developmental needs of society. It is associated with some basic elements of which one of these elements is weakness in public-sector management. This involves laxity in changing the organizational structure of a sector agency to reflect new objectives, making budgets work better, sharpening civil-service objectives and placing public and private enterprises' managers under performance contract. Poor governance entails lack of openness and transparency in the conduct of public business and discharge of service (World Bank, 2010).

Insecurity on the other hand, presupposes the absence of the tenets of security. Security has a multifaceted and multidimensional meaning. Security in its objective and primary sense entails:

...a cherished value associated with the physical safety of individuals, groups or nation-states, together with a similar safety of their other most cherished values. It denotes freedom from threats, anxiety or danger. Therefore, security in an objective sense can be measured by the absence of threat, anxiety of danger (Nnoli, 2006:16).

Security is the antithesis of insecurity. Insecurity connotes different meanings and usually seen as lack of confidence on physical safety and existence of danger and anxiety. It is a state of fear or anxiety due to absence or lack of protection (Beland, 2005). Achumba, Ighomereho and Akpan-Robaro, (2013) define insecurity from two perspectives. Firstly, insecurity is the state of being open or subject to danger or threat of danger, where danger is the condition of being susceptible to harm or injury. Secondly, insecurity is the state of being exposed to risk or anxiety, where anxiety is a vague unpleasant emotion that is experienced in anticipation of some misfortune.

Obviously, the logic of insecurity and its cataclysmic effect on socio-economic development as obtainable from most societies, especially in Nigeria and Abia State in particular, derives substantially from the decline of the state as the guarantor of protection and human security and political exclusion, marginalization and social exclusion orchestrated by the pursuit of parochial interest by the few political gladiators. As Nnoli (2006:9) contends:

Political exclusion, economic marginalization and social discrimination threaten the security of citizens to such an extent that they regard the state as the primary threat to their survival. In desperation, the victimized citizens take laws into their own hands as a means of safeguarding their fundamental values from the threat of unacceptable government policies. People who believe that the government no longer represents their best interests seek by all means to overthrow it or otherwise establish an alternative state. The decline of the state as the guarantor of protection and human security is serious; but its role as the creator of insecurity is more serious.

Nnoli’s contentions explain in a clear terms, the logic of the insecurity that engulfed Abia State, which in essence, served as albatross to the realization of the policy objectives of PPP and infrastructural development in the state between 2007 and 2014.

Public sector reform in itself is an integral part of the changing role of government in service delivery, as well as a response to challenges arising from malfeasance in public service. Thus, according to White Paper on Public Sector Reform in Barbados, “public sector reform is a deliberate policy and action to alter organizational structures, processes and behavior in order to improve administrative capacity for efficient and effective performance”. Thus, it is a paradigm shift from the traditional bureaucratic procedures and practices to inducing changes that focused on improving outcomes or outputs that are consistent with the policy intentions of government. Public sector reform is an important part of a solution which governments have embarked upon to achieve improvements in public sector management. Obviously, the rapid changes in global socio-economic, political and technological environments dictate that the public sector must be transformed into a more active and responsive agency if it is to assist government in its quests for sustained economic growth and development. In the light of this, Public Private Partnership in public service delivery in Nigeria is at the best an outcome of the public sector reforms embarked upon by Obasanjo civilian administration in 2000.
Theoretical Framework

This paper derives its philosophical foundation and argument from Systems theory. We consider the theory most appropriate among other means because of its utility and analytical strength in explaining the interactive effects of elements and their consequences on other elements within the same system. The aptness of the Systems theory for this paper is clearly captured by Koontz and O’Donnell (1980: 23):

The advantage of approaching any area of inquiry or any problem as a system is that it enables us to see the critical variables and constraints and their interaction with one another. It forces scholars and practitioners in the field (of management) to be constantly aware that one single element, phenomenon or problem should not be treated without regard to its interacting consequences with other elements.

The classical proponent, David Easton (1965) perceives politics as a whole and not as a collection of different problems to be solved. His systems model was driven by an organic view of politics, as if it were a living object. Easton’s theory is a statement of what makes political systems as a set of human interactions. He identifies five concepts under which his model can be explained, thus, political system is seen essentially as a system for converting inputs into authoritative decisions. To arrive at authoritative decisions, the system takes inputs from the environment. However, two types of inputs exist according to Easton thus, demand and support. Demands are claims on how values are to be allocated. Support on the other hand, exist when the environment backs up the system or is favorably disposed to it. Output emerges from the system in the form of authoritative decisions. The environment reacts to these decisions or outputs and there is a process of feedback. Feedback is a process through which the system adapts itself to the environment by modifying its behavior and changing its interest structure. All these interactions culminate in the system maintaining itself in equilibrium. Figure 1 below depicts a model of systems approach.

Figure 1: A Model of System Approach.

<table>
<thead>
<tr>
<th>Environment</th>
<th>Inputs</th>
<th>Conversion</th>
<th>Outputs</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Demands Supports</td>
<td>Feedback Environment</td>
<td>Decisions Policies</td>
</tr>
</tbody>
</table>

Source: Easton (1965)

In view of this, the following assumptions of Systems theory have been put forward by Easton (1965):

- Political system as a unit or living being that is made up of difference parts that functions in an ordered manner for maintenance of system equilibrium.
- That changes in the social or physical environment surrounding political system produce ‘demand’ and ‘support’ towards the political system, through political behaviors.
- These demands and supporting groups stimulate competition in a political system, leading to decisions or ‘outputs’ directed at some aspect of the surrounding social or physical environment.
- After a decision or output is made it interacts with its environment, these are ‘outcomes’.
- When a policy interacts with its environment, outcomes may generate new demands or support and groups in support or against the policy (feed back) or a new policy in some related matter.
- Feedback leads to (iii) above and it is never ending.

Expatiating further, Igwe (2007:436) asserts that:

System theory draws significantly from the conclusions of structural-functional analysis for enquiring into any integrity, especially the examination of the nature of its internal organization. The interrelationship between the components, between them and their collective environments, and the consequences of these processes upon the survival of the system and attainment of its purpose. In other words, for an object to be considered a system according to him, it must posse a level of integrity with a knowable structure or logically
arranged parts, such parts or elements must interrelate in a certain, law
governed manner to fulfill a purpose or produce an ordered outcome.
In the process of its life, a situation may arise in which more become
imposed upon a system than it is structurally designed to hand. This
may create strains and instability, raising the need for a return to
normally.

To Von Bertallanfly (1975), in order to understand an organized whole, we must know both the parts,
as well as the relations between them. He defines a system as a set of elements standing in interaction. It is
any collection of elements that interact in some way with one another such as ‘a galaxy, a football team, a
legislature, a political party’ (Dahl, 1991). In other words, a system is a whole, which is compounded of
many parts – an ensemble of attributes. In the light of this, Ake (1979) contends that the performance of a
system depends on the extent to which it possesses certain characteristics or capabilities namely: regulative
capacity (i.e. law making), distributive capacity (ability to distribute goods and services), responsive capacity
(ability to respond to demand), and extractive capacity (ability to generate resources, both materials and
human, for use in meeting set goals.

In view of the foregoing, system theory can rightly be applied to explain the vicissitudes linked to
poor governance, insecurity and public sector reforms in Nigeria with reference to implementation of Public-
Private Partnership policy and infrastructural development in Abia state from 2007 to 2014. To this end,
Public-Private Partnership (PPP) is seen as independent variable and authoritative decision, which was
implemented by the Abia state government in 2007 as policy output arising from the demand for provision
of basic infrastructures in the state. As stated earlier, though the policy attracted the synergy of local and
international partners, however, the interactive effects of such underpinned systemic variables or indeed
elements in Nigeria as political system and Abia state in particular such as poor governance, high profile
insecurity, crimes and weak compliance to the legal frameworks of risk allocation in project design,
execution and monitoring by the executive under T.A. Orji were identified in the study as having negative
consequences on the dependent variable, which is infrastructural development in the state within the period
under study. In fact, the increased percentage of infrastructural decadence in Abia state as noted by the
United Nations Wider Report (2014) coupled with the character of the chief executive and his inability to
adapt the government to the political environment by modifying his behavior and interest structure through
feedback process mechanism further led to disenchantment and frustration among Abians and demand for
change in party structure and political leadership.

**Brief overview of the institutional and legal frameworks for PPP in infrastructural development in Nigeria and Abia State.**

The development of any nation’s infrastructure is a sine qua non for nation building. Without it,
there can be no development regardless of what progress there may seem to be. Most developed and
developing states in the world such as United States of America and India jumpedstarted their economies
by accelerating their infrastructures and building on them. All the great civilizations attained greatness
only through the entrenchment of adequate and sustainable infrastructure. Furthermore, the World Bank
estimates that every 1% of government funds spent on infrastructure leads to an equivalent 1% increase
in Gross Domestic Product (GDP), which invariably means that there is a correlation between any
meaningful inputs in infrastructure development and economic growth indices (Ebozuwa, 2012).

In order to maximize the gains accruable from PPP and as part of liberalization and privatization
program embarked upon by the Federal Government of Nigeria in 2000, the Federal Government
inaugurated the Infrastructure Concession Regulatory Commission (ICRC) in late 2008 to drive the
program in Nigeria. As a first step towards establishing the proper legal and regulatory environment to
attract private sector investors, the Federal Executive Council (FEC) approved the National Policy on
Public Private Partnership (NPPP). The policy sets forth the ways in which private investment could be
leveraged in tackling the menace of poor infrastructure stocks and boosting delivery of services to the
public in a manner that is sustainable. This is pursuant to sections 33 and 34 of the Infrastructure
Concession Regulatory Commission Act (ICRCA), which empowers the Commission to take directives
from the President regarding matters of policy and power to make regulations, respectively. Figure 2
below provides a clear insight on institutional framework for PPP in Nigeria
Critical to the entrenchment of the PPP models in Nigeria is an enabling legal framework. This is rightly underscored in the United Nations Legislative Guide on Privately Financed Infrastructure Projects (2001), which states that the existence of an appropriate legal framework is a prerequisite to creating an environment that fosters private investment in infrastructure and where it is in place, it is important to ensure that the law is sufficiently flexible and responsive to keep pace with the developments in various infrastructure sectors in the economy. Generally, the legislative framework provides the platform by which the governments regulate and ensure the provision of public services to the public and offers protection of rights for public service providers and the customers (United Nations Legislative Guide on Privately Financed Infrastructure Projects, 2001). Pursuant to the signing into law of the Infrastructure Concession Regulatory Commission Act (ICRCA), the Federal Government of Nigeria inaugurated the Infrastructure Concession Regulatory Commission (ICRC) on the 27th November 2008, to provide the requisite regulatory framework within which all Ministries, Departments and Agencies (MDAs) of the Federal Government and constituent states can effectively enter into partnership with the private sector in the financing, construction, operation and maintenance of infrastructure projects as provided for in the ICRCA (ICRC National Policy on PPP, 2009). The Act provides for the participation of the private sector in financing the construction, development, operation, or maintenance of infrastructure or development projects of the Federal Government through concession or contractual arrangements. The Act has two distinct points of focus set out in Part I and Part II. Part I provides that Federal Government entities can enter into agreements with the private sector for the provision of infrastructure. Part II establishes the Commission and provides that its functions are to: Take custody of every concession agreement made under the ICRCA and monitor compliance with the terms and conditions of such agreement; ensure efficient execution of any concession agreement or contract entered into by the government; ensure compliance with the ICRCA; and perform such other duties as may be directed by the President (sections 1, 14, 19, 20 of the ICRC Act, 2005).

As a state in Nigerian federation, Abia State keyed into the foregoing institutional and legal frameworks for PPP in Nigeria by enacting Law (2) of 2008, which, inter alia, aimed at:

- support communities, private bodies, donor agencies and local government authorities on achieving a sustainable increase in services and making services available to communities;

- empowering communities and private bodies to plan/implement projects that have a direct effect on the people to improve community life;

- community and private partnership with human development;
- promote community participation in governance;
- promoting transparency through private and community participation in implementation, monitoring and evaluation to improve sustainability of the project and to mitigate the effects of inadequate use of funds in development (Abia State Investment Brochure, 2014).
Poor Governance, Public-Private Partnership and Infrastructural Provision in Abia State.

Every newly created state requires basic infrastructures such as good road networks, airport or port facilities, railway, health and education facilities, electricity, and above all, buildings from which the processes of legislation and general government and administration could be conducted. Obviously, for a state to achieve this fit, good governance is required. Good governance, both in the ancient, medieval and, indeed, in contemporary times, has always remained synonymous with sustained efforts and commitments by those who are at various levels of decision-making, either in a corporate organization or state, towards efficient and effective realization of the set targets and goals. This is usually attained by means of formulation and implementation of relevant policies and programmes that have bearing on the aspirations of the masses. (Obi and Igwe, 2013). In contrast, and as stated earlier, poor governance, the world over, is associated with some basic elements of which one of these elements has remained weakness in public-sector management. This involves laxity in changing the organizational structure of a sector agency to reflect new objectives, making budgets work better, sharpening civil-service objectives and placing public and private enterprises’ managers under performance contract. Poor governance entails lack of openness and transparency in the conduct of public business and discharge of service.

Incidentally, between 1999 and 2014, Abia State was totally immersed in aura of poor governance regime, especially on the area of public sector management, accountability and overall administration and service delivery. This fostered poor governance regime and its consequent recrimination on poor infrastructural and insecurity scenario in Abia State derived from the contemporaneous systemic grotesque in Nigeria, which is largely defined by flawed electoral process and criminalization of politics and governance. The point being made is that elections in the country have been reduced as a legitimate means of enthroning the dominance of the few vantage political elite and exercise in futility; as votes do not count in the emergence of political leaders in all levels. Indeed, elections have more or less become an organized crime in various parts of Nigeria, including Abia State. In this criminal enterprise called election, politicians go into electioneering contests with a fixation not on service but on capturing state power and access to public resources meant for overall development of the people for personal gains (Innocent, 2012). The cataclysmic effect of this disaster in the Nigeria’s electoral process and emergence of political leaders is the reduction of the institutions of the state and governance to a personal or group fief and enterprises with egregious security implications. This is the case with Abia State. Notably, Abia state, which was once reputed as the most advanced traditional features of democracy, accountable and transparent governance system exemplified in its amala community governance system under the defunct Eastern Region has since the return of democratic governance in Nigeria become a bastion of criminal autocracy, opaque and imperial governance style (Innocent, 2012).

By 1991 when Abia State was created, hopes were high, but challenges were multiple; one of which was lack of basic infrastructures. After short span of military governance in the state, the Orji Uzor Kalu civilian administration that benefited from the subverted and stolen popular wills of Abians in 1999 general elections claimed it was in the mission of prioritizing economic growth in the state. This development paradigm was encapsulated in the Abia State Economic Empowerment and Development Strategy (ASEEDS). The vision and mission stipulated in ASEEDS was, inter alia:

…the vision of the state is to transform it into a prosperous and self-sustaining economy, characterized by high standards of living among the people. In this regard, it is the mission of the state to fight poverty, hunger, penury and ignorance as well as enthrone good governance marked by openness and accountability at all levels for the good of its citizens (Abia State Government 2005:8).

The key policy frameworks for attaining this vision and mission were stated as follows:

- economic empowerment of the people automatically creates employment and reduces poverty. The employment generation and poverty reduction strategies of government shall be sustained;

- aggressive infrastructural development through massive roads rehabilitation and reconstruction;

- rural electrification and provision of urban and rural water;

- promoting enabling environment for the growth of small and medium enterprises and privatization of government industries and ailing enterprises;
• sustaining a healthy citizenry through the government free health scheme;

• maintaining an uncompromising assault on school drop-out syndrome and encouraging qualitative and quantitative education at all levels;

• public sector reforms (PSR) to promote efficiency, transparency and accountability and mounting a frontal attack on corruption; and

• ensuring private public partnership for a sustainable development (Abia State Government, 2005:26).

Although the Administration (1999-2007) made serious effort towards the above directions, especially in the area of improving the state of infrastructures in Abia State during the first tenure, the overall attainment of the ASEEDS policy and security objectives in Abia State was highly distorted by its long-running battle with President Olusegun Obasanjo owing to the Administration’s intense search for political relevance, independence and personal/group innuendos. In the long run, the Administration became highly domineering in all spheres of public life, repressive, unaccountable and short-sighted to the plights and aspirations of the common populace. The immediate outcome of this imperial governance style in Abia State between 1999 and 2007 was public sector dominance in the provision of infrastructures and basic services and diminished awareness of the role of the private sector in the socio-economic development of the state; a state where the people were, and still, very entrepreneurial, productive and market oriented. Given that the state government was a key player in service and infrastructural provision, the majority of Igbo entrepreneurs and other interested investors were obliged to relocate to other regions of the country where investment environment was more favorable (The Citizen, October 12, 2012). Thus, in the face of the growing socio-economic and infrastructural decadence in Abia State, crimes and social vices became highly elevated as norms and acceptable means of livelihood and survival of the masses. The security and investment climate in the state were further threatened and compounded, especially in Aba, the investment and commercial hub of Abia State. In fact, the security situation in Aba town degenerated to the extent that it developed from a state into a federal or, even unfortunately international such as World Bank or IMF problem by 2007 (Igwe, 2014).

In order to rescue Abia State from the debacle of poor governance, security challenges and infrastructural and industrial degradations, Theodore Orji, on assumption of office in 2007, outlined his priority vision and mission in the state as follows:

…To embark on the creation of a more secured and sustainable environment for the economic growth, investment, and promotion of the ingenious entrepreneurship of the people, and where the protection of our citizens’ lives and property is dominant. In doing this, we will create synergy with the Military Barrack in Ohafia and the Naval Base in Owerrinta, to provide logistic support to enable these Forces to back the preservation of security and combat crime in our state. This is because we believe that development can only thrive in the atmosphere of peace and tranquility (http://www.abiastate.gov.ng/a-speech-presented-by-his excellency).

Prominent among the means the Administration adopted for attaining her development agenda and objectives in Abia State was the PPP (Abia State Investment Brochure, 2014). To this end, and in synergy with the World Bank, United Nations Industrial Development Organization (UNIDO), United Nations Development Programme (UNDP) and other local and international partners, Common Facility Centre (CFC) and Community Driven Development (CDD) initiative, among others, were put in place by the state to facilitate the provision of basic infrastructures. The State also partnered with a private firm, MECURE, in order to put in place health facilities and other infrastructures on Build, Operate and Transfer basis. Like its predecessor, as noble as PPP framework and infrastructural projects conceived under it in Abia State from 2007 to 2014 seemed to be, ideas could not approximate reality, the attainment of the PPP objectives in infrastructural provision in the state remained a shifting sand. Table 1 below depicts a few selected projects under PPP in Abia State from 2007 to 2014.
Table 1: A few selected projects under PPP in Abia State, 2007-2014.

<table>
<thead>
<tr>
<th>S/N</th>
<th>PPP Projects and sites</th>
<th>Partnership organization/date</th>
<th>Completion Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>The Skills and Entrepreneurial Development Academy (SEDA) in 3 Senatorial zones of the state</td>
<td>New Partnership for African Development (NEPAD)/2007</td>
<td>Uncompleted</td>
</tr>
<tr>
<td>3</td>
<td>Common Facility Centre (CFC) in Aba</td>
<td>UNIDO/2010</td>
<td>Uncompleted</td>
</tr>
<tr>
<td>4</td>
<td>General Hospital in 17 L.G.As</td>
<td>MECURE/2010</td>
<td>Uncompleted</td>
</tr>
<tr>
<td>5</td>
<td>Specialist and Diagnostic Centres in Umuahia and Aba</td>
<td>MECURE/2010</td>
<td>Uncompleted</td>
</tr>
<tr>
<td>6</td>
<td>New Regional Water Schemes in various communities in Abia</td>
<td>UNDP/2010</td>
<td>Uncompleted</td>
</tr>
<tr>
<td>7</td>
<td>Umuahia Modern Market in Ubani-Ibebu</td>
<td>Build, Operate and Transfer with SACHAS consortium/2011</td>
<td>Uncompleted</td>
</tr>
<tr>
<td>8</td>
<td>Obuaku City Housing Project on the Aba-Port-Harcourt Expressway</td>
<td>Build, Operate and Transfer with SACHAS consortium/2010</td>
<td>Uncompleted</td>
</tr>
<tr>
<td>9</td>
<td>Modular Refinery Project at Owazza in Ukwa-East Local Government</td>
<td>Hermes Juno Consortium/2009</td>
<td>Uncompleted</td>
</tr>
<tr>
<td>10</td>
<td>Road Construction Projects in 17 L.G.As</td>
<td>HITECH Nig. Ltd/2008</td>
<td>Uncompleted</td>
</tr>
</tbody>
</table>

Source: NEPAD Progress Report in Abia State PPP Projects, 2014

Due to highly entrenched contradictions of opaque and imperial governance style in Abia State mostly implicated in public sector dominance in the development process and service provision, private and donor agency participation in the provision of services and development of infrastructures as depicted by Table 1 became stalled. The Administration under T.A. Orji demonstrated less-commitments in sharing the risk involved in the form of payment of counterpart funds necessary for successful execution of the projects. Consequently, most of the targets set for the projects were not realized. The targets, among others, included the following set for the Skills and Entrepreneurial Development Academy (SEDA):

- withdrawing a vast number of Abia youths roaming the streets helplessly and redirect their lives through career guide and to engage them in productive venture;

- riding the society of street urchins, thugs and area boys with a view to assist them with a better and modest means of income;

- assisting the students awaiting results and those on holiday to eke out a living through skills and craft acquired in the academy;

- enabling graduates to be gainfully employed and also become employers of labor from knowledge acquired from the academy, thereby reducing the number of white collar job seekers;

- serving as a reorientation agent to the youths against peer pressure and social vices;

- engaging the indolent and devastated widows and widowers including certain category of the indigent society;

- serving as indirect agent of mass illiteracy/poverty eradication; and


Consequently, NEPAD’s comprehensive sociological review (2014) on poverty, employment and human capacity development in Abia state revealed that the vast majority of youths (graduates, undergraduate, high
school leavers, drop outs, widows and other categories of the indigents in the society) roam the street idly and hopelessly too. Furthermore, official statistics from the annual abstract of the National Bureau of Statistics (NBS) (2013) showed that 82.48 per cent of the Abia populace lack access to basic infrastructures, and thus, lived below the poverty line, while mere 17.54 per cent was classified as non poor. In a bid to eke out a means of livelihood by the citizens, all sorts of criminality and terrorist networks were ostensibly entrenched and established in the state. In fact, armed bandits and kidnapping literary turned the state into a Hobbesian state of nature where life was short, nasty and brutish, which further repulsed visitors and prospective private investors and donor agencies (Ukiwo, Henry-Ukoha and Emole, 2012).

Insecurity and PPP Environment in Abia State

A critical factor necessary for the realization of the objectives of PPP in infrastructural development is enabling environment. This is because no meaningful development can take place in an unsecured environment. Crime such as armed robbery, kidnapping, gangsterism, and other social vices such as religious bigotry creates atmosphere of apprehension and derives away potential domestic and foreign investors, as well as undermining any genuine effort towards overall national development. As stated earlier, due to deeply entrenched systemic problems of criminalization of politics and poor governance regime in Abia State, insecurity drivers such as poverty, unemployment and high rate of crime, which are themselves serious threats to Public Private Partnership and investment climate, were implicated in the state from 1999 to 2014. Tables 2 and 3 below depict selected states in Nigeria with high incidence of poverty and crime.

**Table 2: Selected states in Nigeria with high incidence of poverty, 2012**

<table>
<thead>
<tr>
<th>Sector</th>
<th>Food Poor</th>
<th>Non Poor</th>
<th>Poor</th>
<th>Non Poor</th>
<th>Poor</th>
<th>Non Poor</th>
<th>Poor</th>
<th>Non Poor</th>
</tr>
</thead>
<tbody>
<tr>
<td>Urban</td>
<td>26.7</td>
<td>73.3</td>
<td>52.0</td>
<td>48.0</td>
<td>61.8</td>
<td>38.2</td>
<td>52.4</td>
<td>47.6</td>
</tr>
<tr>
<td>Rural</td>
<td>48.3</td>
<td>51.7</td>
<td>66.1</td>
<td>33.9</td>
<td>73.2</td>
<td>26.8</td>
<td>66.3</td>
<td>33.7</td>
</tr>
<tr>
<td>National</td>
<td>41.0</td>
<td>59.0</td>
<td>60.9</td>
<td>39.1</td>
<td>69.0</td>
<td>31.0</td>
<td>61.2</td>
<td>38.2</td>
</tr>
<tr>
<td>Zone</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>North Central</td>
<td>38.6</td>
<td>61.4</td>
<td>59.5</td>
<td>40.5</td>
<td>67.5</td>
<td>32.5</td>
<td>59.7</td>
<td>40.3</td>
</tr>
<tr>
<td>North East</td>
<td>51.5</td>
<td>48.5</td>
<td>69.0</td>
<td>31.0</td>
<td>76.3</td>
<td>23.7</td>
<td>69.1</td>
<td>30.9</td>
</tr>
<tr>
<td>North West</td>
<td>51.8</td>
<td>48.2</td>
<td>70.0</td>
<td>30.0</td>
<td>77.7</td>
<td>22.3</td>
<td>70.4</td>
<td>29.6</td>
</tr>
<tr>
<td>South East</td>
<td>55.0</td>
<td>45.0</td>
<td>58.7</td>
<td>41.3</td>
<td>67.0</td>
<td>33.0</td>
<td>59.2</td>
<td>40.8</td>
</tr>
<tr>
<td>South South</td>
<td>35.5</td>
<td>64.5</td>
<td>55.9</td>
<td>44.1</td>
<td>63.8</td>
<td>36.2</td>
<td>56.1</td>
<td>43.9</td>
</tr>
<tr>
<td>South West</td>
<td>25.4</td>
<td>74.6</td>
<td>49.8</td>
<td>50.2</td>
<td>59.1</td>
<td>40.9</td>
<td>50.1</td>
<td>49.9</td>
</tr>
</tbody>
</table>
Perhaps more worrisome to the insecurity situation and investment environment in Abia state is the spate of kidnapping that was witnessed in the state between 2008 and 2012. Remarkably, kidnapping began in Nigeria as a form of organized protest in the Niger Delta region by the various groups that were agitating for infrastructural development of the region. At the time, the group thought that kidnapping presented them with a viable option for drawing the attention of government and other international organizations in their long drawn struggle for resource control and better living conditions in the region. In Abia state, kidnapping was mostly nurtured by the high and rising level of youth unemployment. The unemployment situation in the state rose from 11.4 per cent in 2007 to 15.7 per cent 2008, 17.7 per cent in 2009 to 18.5 per cent in 2010 and a drop to 17.5 per cent in 2011 as depicted by table 4 below.

### Table 4: National unemployment rates by selected states in Nigeria, 2007-2011

<table>
<thead>
<tr>
<th>States</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>All Nigeria</td>
<td>14.8</td>
<td>13.4</td>
<td>11.9</td>
<td>13.7</td>
<td>14.6</td>
</tr>
<tr>
<td>Abia</td>
<td>11.4</td>
<td>15.7</td>
<td>17.7</td>
<td>18.5</td>
<td>17.5</td>
</tr>
<tr>
<td>Bauchi</td>
<td>20.5</td>
<td>25.1</td>
<td>29.7</td>
<td>23.9</td>
<td>17.3</td>
</tr>
<tr>
<td>Ebonyi</td>
<td>16.7</td>
<td>11.9</td>
<td>7.0</td>
<td>10.9</td>
<td>11.5</td>
</tr>
<tr>
<td>Zamfira</td>
<td>71.5</td>
<td>61.3</td>
<td>51.1</td>
<td>50.8</td>
<td>12.8</td>
</tr>
<tr>
<td>Enugu</td>
<td>16.5</td>
<td>22.0</td>
<td>27.4</td>
<td>20.0</td>
<td>11.5</td>
</tr>
<tr>
<td>Katsina</td>
<td>20.3</td>
<td>22.1</td>
<td>23.8</td>
<td>19.3</td>
<td>5.8</td>
</tr>
</tbody>
</table>


Source: NBS, 2012:62

Table 3: Crime cases reported to the police by selected states, 2007-2011

<table>
<thead>
<tr>
<th>States</th>
<th>2007</th>
<th>2008</th>
<th>2009</th>
<th>2010</th>
<th>2011</th>
</tr>
</thead>
<tbody>
<tr>
<td>Abia</td>
<td>74</td>
<td>176</td>
<td>200</td>
<td>186</td>
<td>250</td>
</tr>
<tr>
<td>Adamawa</td>
<td>20</td>
<td>84</td>
<td>10</td>
<td>106</td>
<td>96</td>
</tr>
<tr>
<td>Akwa Ibom</td>
<td>60</td>
<td>51</td>
<td>60</td>
<td>51</td>
<td>88</td>
</tr>
<tr>
<td>Anambra</td>
<td>223</td>
<td>200</td>
<td>98</td>
<td>65</td>
<td>96</td>
</tr>
<tr>
<td>Bauchi</td>
<td>74</td>
<td>98</td>
<td>48</td>
<td>51</td>
<td>41</td>
</tr>
<tr>
<td>Bayelsa</td>
<td>46</td>
<td>82</td>
<td>32</td>
<td>51</td>
<td>52</td>
</tr>
<tr>
<td>Benue</td>
<td>45</td>
<td>48</td>
<td>43</td>
<td>32</td>
<td>27</td>
</tr>
<tr>
<td>Borno</td>
<td>116</td>
<td>107</td>
<td>92</td>
<td>61</td>
<td>41</td>
</tr>
<tr>
<td>Cross River</td>
<td>164</td>
<td>94</td>
<td>82</td>
<td>134</td>
<td>137</td>
</tr>
<tr>
<td>Delta</td>
<td>195</td>
<td>216</td>
<td>44</td>
<td>121</td>
<td>63</td>
</tr>
</tbody>
</table>

The activities of the kidnappers in Abia state was equally facilitated by some criminally-minded politicians who saw in the restive youths the needed fodder to ferment trouble, intimidate political opponents, scuttle and manipulate the electoral process, and perpetrate other such criminal activities in the state. Between 2008 and 2012, the state was held to ransom by these bands of dare-devil kidnappers, armed robbers and hired assassins. Worse affected in the state was Aba, the hub of commercial activities in the southeast and south-south zones. The bustling commercial ‘Enyimba City’ was virtually deserted with business closing down and residents relocating in droves. Thus, according to Ukooha, Henri-Ukooha and Emole (2012:24):

For several months in 2008 and 2010, armed bandits literary turned Abia State into a Hobbesian state of nature where life was short, nasty and brutish. Aba, the once bustling commercial capital of the state that attracted merchants and buyers from across West Africa became a ghost of itself as its new image as den of kidnappers and robbers repulsed visitors and forced its rich residents to relocate to safer places. The anomy in Abia went largely unnoticed by most Nigerians apart from the hapless residents of the state and residents of neighboring south-south and south-east states who occasionally visited or travelled through the state.

Furthermore, Save Abia Now Group (SANG) equally observed the insecurity phenomenon and its effect on the business environment and overall development in the state when the group in its report noted that:

All the major players in the society have left town, houses are padlocked, offices closed, banking activities scaled down, hospitals closed. As we write no single new building is being developed in the entire city. All prominent doctors are gone, all major lawyers are gone, all prominent importers are gone, all prominent industrialists are gone, all major entrepreneurs are gone, and all foreign technical factory experts are gone. No sane person allows any of his or her family members to be posted to Aba any more. Non indigenes are leaving in droves.


Official statistics from the Nigerian Police in December 2009 showed that Abia state led the pack of kidnapping incidence with a total of 110 cases. The federal government was forced to intervene when it became clear to all Nigerians that the matter was beyond the capacity of the police. The insecurity in Abia was catapulted into a national security concern deserving the attention of the President and Commander-in-Chief of the Armed Forces when it was reported that kidnappers had taken hostage a bus load of school pupils and a contingent of Nigerian journalists travelling back to their Lagos base after attending a national executive council meeting of the Nigeria Union of Journalists (NUJ) at Uyo in neighboring Akwa Ibom State. The armed banditry was brought under control after the president ordered troops into the state (\( \text{http://saharareporters.com/report/ untold-story-aba-firm-grrip-kidnap-militia} \)).

Thus, in response to the fast decaying infrastructures and accompanying insecurity climate in Abia State and to avoid being tagged as ‘non-performing governor’, Governor T.A. Orji embarked on politically expedient cum problematic mission of patronage masqueraded as Youth Empowerment Scheme (YES) as alternative approach to PPP and infrastructural development in the state.

Political Approach to PPP and Infrastructural Development in Abia State

The state of socio-economic derelict, festering insecurity and other malfeasance in Abia State, created an urgent need for quick fix in order to restore a conducive investment climate, as well as rescue the citizens from the obvious ache, poverty, frustration and disillusionment. Having this situation in mind, Governor T. A. Orji acted impulsively and embarked on politically expedient, monosyllabic and insidious Youth Empowerment Scheme (YES) project. The project had its plank on distribution of buses, cars and tricycles to Abia unemployed youths as a way of curtailling youth unemployment and crimes in the state. In
contrast, and as evidence showed, the project remained one of the political intrigues meant for diversion of scarce public resources to servicing of political thugs, sycophants and patronage networks, as the real unemployed Abians hardly found their fit in the project. As Norman (2012) rightly observed:

The Governor acted impulsively as a result of pressure and shame of non-performance. There was an urgent need for quick fix because people were obviously becoming frustrated and disillusioned. So the distribution of the vehicles under the guise of youth empowerment then was the only handy option; but was blown out of proportion because of his love for media hypes and praises. The beneficiaries of these buses, cars and tricycles are mostly political thugs and sycophants who are not less than 45 to 60 years old, while the real youths are the drivers, conductors and the riders. Others who cannot condescend; mostly the graduates are roaming the streets as derelicts. Many are mentally ruined as a result of heavy indulgence in hard drugs (www.nairaland.info.com).

This, in essence, implied that the high opportunity cost of using the available funds in building infrastructures such as electricity, roads, health facilities, industries etc, that are capable of boosting the economic activities and reducing the poverty of the Abians across the seventeen local government areas was exchanged with the distribution of buses, which in effect, negatively impacted on the completion of the physical infrastructures conceived under the Public Private Partnership in the state as depicted by table 2 below.

Table 2: Abandoned projects under PPP in Abia State, 2014

<table>
<thead>
<tr>
<th>S/N</th>
<th>PROJECT TYPES</th>
<th>FREQUENCY</th>
<th>PERCENTAGE</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Electricity</td>
<td>58</td>
<td>38.7</td>
</tr>
<tr>
<td>2</td>
<td>Road</td>
<td>23</td>
<td>15.3</td>
</tr>
<tr>
<td>3</td>
<td>Pipe borne Water</td>
<td>24</td>
<td>16.0</td>
</tr>
<tr>
<td>4</td>
<td>Classroom Blocks</td>
<td>14</td>
<td>9.3</td>
</tr>
<tr>
<td>5</td>
<td>Health facilities</td>
<td>25</td>
<td>16.7</td>
</tr>
<tr>
<td>6</td>
<td>Electric Power Projects</td>
<td>0</td>
<td>0.7</td>
</tr>
<tr>
<td>7</td>
<td>Civic Centre Hall</td>
<td>02</td>
<td>1.3</td>
</tr>
<tr>
<td>8</td>
<td>Skills Acquisition Centres</td>
<td>01</td>
<td>0.7</td>
</tr>
<tr>
<td>9</td>
<td>Market Stores</td>
<td>01</td>
<td>0.7</td>
</tr>
<tr>
<td>10</td>
<td>School Dormitories</td>
<td>01</td>
<td>0.7</td>
</tr>
</tbody>
</table>


Table 2 above shows that most physical infrastructures under PPP arrangement in Abia state within the period of under study were abandoned resulting from non-remittance of counterpart funds by the state government and corruption. As rightly observed and summed up by the LEEDS’ report on stakeholders’ validation workshop held at Umuahia between 29th and 28th July 2010 under the auspices of the UNDP and CEPD:

Unavailability of funds, corruption, inadequate capacity of the implementation committees, monitoring and evaluation process, gap between participatory method and finance, lack of political willingness, lack of coordination among the three tiers of government and their agencies, poor commitments by the implementers, untimely adherence and compliance to strategies and targets (Thisday, July 29, 2010:33).

Given the fact that the Abia state government failed to foster the development of infrastructures necessary for boosting the economy and poverty reduction in the state within the framework of Public Private Partnership, the accompanying dearth in the state infrastructures and the grim harsh conditions experienced by people have served as motivating factors for unemployed Abians to seek for extra-legal ways to come out of their deplorable state of survival (Warime-Jaja, 2010). This explains the logic of chronic and recalcitrant crime situation that had a systematic occurrence and characterized as dangerous in the state between 1999 and 2014.
Conclusion

This study has explored poor governance, insecurity and public sector reforms in Nigeria: using the Public-Private Partnership Policy and infrastructural development in Abia State as a reference point. Using the core assumptions of the Systems theory as basis of analysis and ex-post-facto research design, the study problematized poor governance regime as implicated on non compliance to the legal framework of risk sharing in project design, execution and funding by the Abia State government, as well as internal security threats as *casus belli* to docile role of the Public Private Partnership Policy in infrastructural development in the state. The need for the Abia state government to improve in its governance system, which currently emphasizes on criminalization of politics and state dominance in the development process, is seen in the study as quite imperative.

Bibliography


MASS COMMUNICATION AND THE CHALLENGES OF MOBILIZING AGAINST CORRUPTION

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Abstract
This paper takes a look at how Mass Communication in general can be an instrument of mobilization against corruption in Nigeria. The paper also highlights some specific corruption issues and challenges that demands communication quick intervention towards killing corruption in our time.

Statement of problem
Corruption has dealt a debilitating blow on Nigeria. Corruption has killed investment, destroyed our health, transport, education and other institutions. Corruption has killed our systems leading to diverse system failures in our country. Corruption has destroyed our moral values to point that the moral fibres that hold us a nation has been torn into shreds of cliche’s and mere propaganda.

Abdullahi Shehu (2015) Nigeria: The Way Through Corruption for the Wellbeing of a People captures the havoc of corruption on our land. The question is where do we start the fight? Is it from demented followers whose minds have been warped by corruption? Is from our churches and mosques in which we now have so much religion but no God in our lives? Is it from our leaders, now turned demagogues and principalities of corruption? Is it from our parents and Elders that are now talking from all sides of their mouths because when money of ill-gotten wealth talks, shame will catch the eyes? Are we to begin from Transparency Internationals’ serially-damming reports on Nigeria’s corruption indexes? Or finally do we start from the lamentation of many of our leaders, now turned wailing wailers because they cannot walk the talk of corruption?

In a 400 level class of mass communication February 2016, in Karu, Nasarawa State, a mini questionnaire administration was conducted using the class of about 100 students. The finding was on brown envelopes and the practice of journalism in Nigeria.

90% of the class members believe that brown envelope was bad and denting to the image the journalists and the media Practitioners. These majorly were unanimous in the collective condemnation but paradoxically over 60% believe that:
1. Tips/ Appreciation,
2. Transport Money inducement,
are “normal” in the practice as they could not see anything wrong in those practices since most of the media organizations are not paying salaries and allowances as at when due.

How do you change the orientation of such group of young-up-and-coming Practitioners? This is the challenge this paper tries to address.

Yes Shaibu (2015) Shehu (2015) believe, like many others, that there is corruption in every society but that of Nigeria stinks to high heavens. The corrupt in the Nigeria society behave like the man stepped upon by the proverbial millipede that was stepped upon that was not crying but the person that stepped on the millipede is the one that cries the most. When you hear lamentations against corruption in Nigeria, it is the corrupt that cries the most. When you hear of complaint against corruption it is corrupt that “eats and clean their mouth” that cry more than the bereaved.

Definition abound when you are talking of corruption. Let us focus on Pavarala (1996:51) and Hope (2000:(8) quoted in Shehu (2015) that see:

Corruption as (behavior which deviates from the normal duties of a public role because of private (e.g. Family ties), pecuniary gains. Or violate rules against the exercise of certain types of private influence. This includes such behavior as bribery (use of reward to pervert the judgment
of a person in position of trust); nepotism
(bestowal of patronage by reason of ascriptive
relationship rather than merit); and
misappropriation (illegal appropriation of public
resources for private regarding uses).

Hope, on the other hand sees corruption as:
“The utilization of official position of title for
personal or private gains, either on an individual
or collective basis, at the expense of the public
goods in violation of established rules and ethical
considerations, and through the direct or indirect
participation of one or more public officials,
whether they be politician or bureaucrats”.

Thirdly, John the Baptist echoed the mind of Jesus the Ultimate Servant-Leader when he demonstrated
the solution of corruption in the Jewish society in prescribing a change from bad to good in Luke3:14,15:33
and admonished the military officers to be content with their wages as well as not to be intimidating or
accusing people falsely.

Another mini survey in a Vox-pop programmes by the researcher indicate that the following can be seen as
corruption in our society.

1. Giving bribe.
2. Receiving bribe.
3. Inflating contracts.
4. Collecting inducements.
5. Collecting transport money from government official by journalists.
7. Giving notes/job to unqualified people to be employed over and above their seniors.
8. Collecting money before doing your official jobs.
9. Giving jobs and promoting people of the same tribe over and above other from another tribe.
10. Favoring people of own religion.
11. Embezzlement.
14. Bribing Judges to pervert the course of justice.
15. Kickbacks & kick fronts.
17. Patronage.
18. Queue corruption.
20. Election rigging.
21. Poor service delivery of those paid to deliver services.
22. Unjustifiable remuneration.
23. Bribe for budget.
24. Etc.

These specific areas can be specific topics for:

1. Talk Programmes.
2. Drama Programmes.
3. Feature Programmes.
4. Documentary Programmes.
5. Admonition Programmes.
6. Comedy Programmes.
7. Women and children Programmes.
9. Cartoons and animation on radio television, film and social media.
Shaibu (2015) practically demonstrate how these can be done in his sundry contributions and book titled - Content Delivery for Radio, Television, and Advertising Agencies, and as well as in Total Experience in Broadcasting.

Also all these fights can be carried to the frontiers of Community Theatre & Nollywood productions in our country for a total aerial, amphibial and terrestrial war against the canker-worm of corruption that is tending not only to destroy us all but our systems as well.

Corruption when pregnant gave birth to many children that are now out to steals kill and destroy Nigerians and Nigeria.

Some of these illegal children are Boko Haram, Niger-Deltas, Biafra, Arewa Oduduwa and minority militants and restive groups that make us not to sleep and close our eyes today.

Adjunct to these are other children reared in armed robbery, pen robbery, kidnappings, ritual murder cultism etc.

Can we say the preponderance of corruption in our land is as a result of the conspiracy of the political, bureaucratic, business, judicial, media, traditional and civil/military elites?

The paradox is that most of the elites are beneficiaries of the near corruption-free systems that made most of them. They went to school without paying school fees, enjoyed the services of working systems only to turn round and destroy same.

Our statute books, EFCC, ACPC have been all out with their biting teeth to confront this hydra-headed corruption in our land, but it seems the more they try, the less they succeed and the more the campaign and the more we look, the less we understand.

Our country therefore became a paradox of a rich, poor nation, an oil producing country that imports fuel and a Nation that parades so much affluence with so many beggarly citizens.

Corruption according to Odekunle and Lame (2001) has different dimensions.

To me corruption can be likened to the blindmen perception of the proverbial elephant, their description, depends on their perception of where each was holding. Even these, too, can be themes and or topics in programmes, film productions in radio, Television film and social media.

What of prevalence of corruption in our land that great scholar such as Langseth (2012) dealt with?

His catalogued:

- Lack of free access by citizens to Government related public information.
- The lack or inadequacy of systems to ensure transparency, monitoring and accountability in the planning and execution of public sector budgets. This is often coupled with the lack of social and internal mechanism in the hands of civil society and autonomous state auditing agencies respectively.
- The lack of public sector mechanisms ability to channel the social preference and specific complaint of the population agencies involved in those complaints.
- The lack of social and internal mechanism applied to the quality control of service delivery.
- The absence or inadequate enforcement of social control mechanisms aimed at preventing grand corruption schemes usually seen when the state polities are “captured” by vested interests and a host of other areas can be subjects of mass enlightenment, mobilizing, reorientation and reconscientization of the masses of our people to understand the different dimensions of corruption and corrupting influences in our land. In which programme formal or film topic can we get all these? They can feature in Radio/Television Discussion Programmes, Guest of the Week Programmes, Feature Programmes, Drama Programmes, Children Cartoons and animations Programmes, Vox-pop Programmes, News Analysis Programmes, and sundry creative topics for different film programmes/treatments.

The sky cannot be the limit in the blossoming of creative ideas and treatments of these diverse, complex and different areas of corruption. Research has shown and it is widely speculated that, if we want to hide anything from Nigerians, we should put such in black and white in books. That is why the solutions to all the myriads of our problems hitherto documented in various books cannot be seen by Policy Makers that are either intellectually lazy or intellectually porous or bereft of ideas. To save this Policy Makers from themselves and salvage our nation, the preferred way out is the mass mobilization using radio, television film and social media platforms - with the different attractive appeals. Radio has the grassroots mass appeal in audio programmes. Television has its captive elite audience in the audio-visual trappings. Film has its age-long appeal of communal and domestic viewing white the social media will continue to pull youths to stay gummed to our cyber cafés and different gadgets that are currently miniaturized to be user-friendly by modern technology. Again the pollution of our society by corruption scandals either in civil service, military service,
political service, and in the judiciary and media can form tons of programme and film contents for our generation or the general publics to learn from. These corrupted and corrupt official can even form “a hall of infamy” or “hall of who is who in criminals records and criminality” in our land for our children and children’s-children to learn from. All these form the basis, the foundation, the fulcrum of the challenge of mass mobilization of our people to shun corruption and corrupting tendencies that have killed our systems.

What we are saying is that “the hammer house of corruption” in Nigeria can be captured in different format/programmes in radio, television, film and social media for the protagonists and antagonists of corruption in our land to watch themselves cry and laugh at themselves and our Nation that has been dealt with so far by corruption and corrupting tendencies.

Shaibu’s A Dangerous Safety, a radio play which can be adapted for television, film and social media is a relevant and topical case study for this discuss as in a sampler below:

**CASE STUDY PLAY ON CORRUPTION FOR RADIO, TELEVISION FILM AND SOCIAL MEDIA**

Writing on corruption is synonymous with writing from one angle and highlighting the corruption from that angle. The researcher takes a one dimensional look on corruption from his play titled A Dangerous Safety in the series by the Author Radio Television and movie plays for playing. (2007) published by Diamond Prints Lagos.

**A DANGEROUS SAFETY**

**Cast**

1. Son
2. Dad
3. Senior Brother
4. Grace –
5. Head Prisoner
6. Pastor

**Son and Dad in solitary conversation**

**Son:** If I tell you what my eyes have seen in town. You will throw a thanksgiving party for me.

**Dad:** Why are things so difficult in town?

**Son:** When I left home. I headed for the city. My greatest shock was the level of defecation by human beings. You know in the village people do not ease themselves anyhow. But in town anytime they catch the feeling, the kneel down “brrr” and there they let go their mess – polluting the whole environment.

**Dad:** You mean people defecate anyhow in town?

**Son:** They do! They even kill their fellow human beings and leave the corpse anyhow. Papa can you imagine human corpse in “achacha” Papa can you imagine a vehicle hitting a human being, knocking him down only to kill him for him to be matched on to the pulp like “Potopoto”?

**Dad:** This is credible!

Now tell me what happened when you reached your senior brother’s place in town?

**Sig tune blares and fades.**

**Senior Brother:** Why do you come without giving me a long – notice?

**Son:** There is so much suffering in the village. So much wahala. So much pain! Mum and Dad are now old. They can no longer go to the farm. That is why –

**Brother:** Don’t give me such crackpot. Mum and Dad mimicking! Mum and Dad do you love Mum and Dad more than I do?

**Son:** It is like I cannot watch Mum and Dad die just like that without offering to do something. The other day Mum was sick. Even common money to buy drug we could not afford.

**Brother:** And you believe I am the drug supplier?

**Son:** Let us not be insensitive to those who made it possible for us to breathe the air of life.

**Brother:** Pastor! Imam! Enough!!! The milk of human kindness does not breed naira and kobo! I have my life to live. I collect my salary. Before I
could say jack, all hungry mouths’ will come from the village. They will come unannounced to reap where they have not sown!

Son: You are becoming heartless and insensitive! The other day Dad came. It was the same story. They even said you forgot or refused to give him transport money back to the village.

Knock on the door Grace walks in.

Grace: Hi. Darling who is this one?

Brother: Don’t mind him. A useless brother that came from the village to spoil my joy.

Grace: Darling. Do not allow any bush boy to come from the village to spoil your joy.

Son: Aa! You! Call me a bush boy! Take this (Slaps her). You gold digger!


Brother: You slap my girl? You bastard!

Son: You idiot. You fool!

Son: You are a disgrace to the family! Remember Mum and Dad had to borrow money to pay your school fees. You are now wasting this on this prostitute. You will leave to regret this (Bangs the door and disappears. Sig tune or bridge music boost and fades.)

(Son and Dad in solitary conversation again)

Son: This is what happened. I had to leave brother’s house to an unknown destination. I saw myself next in the cinema hall. There I decided to take a nap for the day to break before I continue my journey.

Dad: Son. How do you come about the gang?

Son: In that cinema hall. I saw three young stranded young boys like myself. How I wish the evil wind had not blown me to that god-forsaken Cinema hall! But Dad. You know destiny has away with the world and human beings that live in it.

I had to make emergency friendship with those ruffians. They seemed to have all solutions to my problems. They appeared to have hope where there is no hope. I became a fool. I became gullible. Before I knew what was happening, I got entangled in 419/Armed Robbers den. It was in one of the police raids that I was caught with the boys.

Dad: Oh my God!

Sig tune blares and fades Police cell, groaning, beatings can be heard.

Prisoner: Johny just come! Come here! Na initiation we dey do! Wetin bring you come here?

Son: I am innocent!


Sings a theme music.

Head Prisoner: Now wetin bring you here?

Son: It was my brother.

I came to visit him.

He threw me out.

I went to stay in the Cinema hall.

There I met Jaggar. Stagger Lee and others.

They are thieves, 419. (Sings had I known song).

Head Prisoner: Na you de calling my brother 419 or Armed robbers? Take this!

Slap him! Shouts. Hitting and beating with bridge music or Sig tune boosts and fades Dad and Son in a conversation again.

Dad: As you were in your prison experience, we lost your brother. We learnt he was only pretending to be working in town. He was into all sorts of things, 419. Drug trafficking, child trafficking and cultism. They said it was one big man who wanted the ear of a day old baby that go my son into trouble.

Son: How?

Dad: It was election period. Politicians were busy looking for human spare parts. Those who want to be rich quick were looking for same. One of
them looked for my son to do the dirty job. Oh! He got killed. It was after they stormed the hospital in the night to pick the one day old baby that police rounded them up!

Son: But Dad how did he die?

Dad: One thing led to another. The police wanted my son to tell them the man behind the crime. The boy could not open his mouth again. It was as if he was under the spell of the politician. While the police were trying to force information from my son, the politician paid one of the police to kill him. He was killed to cover the tracks of crime and criminals in our land.

Son: Oh my God! Burst out crying. Sings a dirge for the brother.

Dad: Son do not cry! I have cried and cried. But where will I take my cry to? I cried but where are the tears? I tried to smile later—but the smile is only on my face. I am now a living dead man. A father who cannot live up to expectations of his children. My son. I want you to forgive me. At times I blame myself. Why bring you into this world when I cannot take care of you and educate you?

Son: Oh my God! Burst out crying. Sings a dirge for the brother.

Dad: God why are some rich and some poor? God why are some born into suffering while some are born with golden spoons in their mouth? God why? Why I say. I wish I were not born!

Son: Dad do not speak like that! We are not dead yet. If there’s life there is hope!

Dad: Son. I am a living dead man. To hell with hope. Which hope. Hope after I am dead and gone? Hoping against hope! To hell with hope! I have lived a greater part of my life without hope for my family. Hope for myself. Hope for my children. I am a worthless man.

Son: Dad do not talk that way.

Dad: Son let me be. There is a burden in my heart. Oh how I wished I have been a responsible father! How I wish and had that money to send you and your late brother to school. But here I am. I knocked down by the sorrows of this useless world.

Son: Dad it is enough!

Sig tune boosts and fades. Burial ground. Wailing and crying.

Pastor: There is a time for everything under the sun. There is a time to be born/and a time to die. This is a time of mourning for us all. It is appointed unto all of us to die. But after death, what do we have?

After death we have judgment. Brothers and sisters. Our father has seen it all. He has been through the tick and thin of life. Now he has been called home. He has gone home. We shall all go home one day. He has gone to the great beyond. Never more to be sick. Never more to roam looking for what to eat. Never more to satisfy the god of the flesh-our stomach. Our old man has left the bondage we are in. Many people fear death. The rich fear death. The poor fear death. Our father has gone to the great beyond where there is no more fear of death. We shall all meet with him there one day. When we die. What will the world say of us? Our old man was a poor. But his, was poverty with dignity. Poverty with dignity is better than riches in bondage. He has gone home.

All sing Abide with me fast fall the eventide hymn.

Sig. blares blames amidst singing and wailing for sign off.


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NUCLEAR ENERGY AND GLOBAL SECURITY RISK: THE IMPLICATION OF NIGERIA’S QUEST AS A SOURCE OF ITS ENERGY

EGEONU PRAXEDE C.

ABSTRACT
Nuclear energy is the energy in the nucleus, or core of an atom. The nuclear energy or nuclear power is the use of sustained nuclear fission to generate heat and electricity. There are many other sources of energy such as water (hydro), wind, sun (solar) natural gas, fossil fuel, coal etc. All these have variously served and continue to serve the world energy needs. However, of all these, non guarantees greater and more reliable source of energy needs than the nuclear. This energy source has been and still been used for both peaceful (power) and military (weapons) purposes by many countries. Nigeria is one of the nations among other developing countries seriously in quest of developing nuclear for peaceful purposes, that is for the generation of, electricity. Commendable as this aspiration is, many people have raised concerns about the acquisition of this energy by Nigeria because of the dangers inherent in it irrespective of the numerous benefits the country stands to gain from it. These skeptics have cited some nuclear accidents like Chernobyl (1986) and Fukushima (2011) in far away Russia and Japan and the devastating consequences which still lingers on, in spite of the advancement of the countries in question. Considering the experience of these nations with high technology and greater prudence in the management of nuclear technology embroiled in unfortunate nuclear accidents, what is the guarantee that a country like Nigeria with its poor emergency response history and carelessness can handle such dangerous technology?. This study sets out to examine the issue of nuclear energy and global security risk and the implication of Nigeria’s quest for its acquisition as a source of the nation’s energy needs.

INTRODUCTION:
It is ironical that Nigeria which is today a world exporter of Crude Oil, with the Africa’s second largest proven reserves, ranking as world’s tenth largest exporter and first in Africa endowed with numerous rivers, tropical sunshine, appreciable North-East-trade wind and sea breeze, one of the leading gas deposits in the world and other abundant sources of energy like coal and bio-gas, cannot generate enough energy for domestic and industrial use.
Nigeria is today Africa’s most populous nation and the largest economy in the continent. Presently, even with huge resources plunged into energy investment, the nation does not generate up to 6,000 megawatts of electricity. More than 80% of the nation’s oil products consumed domestically is imported while the four publicity owned refineries at Port Harcourt, Warri and Kaduna are either epileptic or moribund. As a result of many decades of lack of investment and neglect of the energy sector, mismanagement of the economy, misplacement of national priorities and visionless leadership, Nigeria’s energy sector has abysmally failed to provide the nation with its critically required energy needs to catalyze national development. The importance of energy as a catalyst in any country’s development cannot be over emphasized. It is to a nation what blood is to the human body.
When late President Umar Yar’Adua took over the mantle of leadership in 2007, he designated energy as one of the seven key priorities (seven point Agenda) of his administration (World Bank, 2008). Consequently, he embarked on a massive investment on energy in other to meet with the challenges of the Millennium Development Goals as well as meet Nigeria’s strategic plan to become one of the twenty largest economies in the world by the year 2020 as articulated in “vision 2020” policy.
Before the Yar’Adua’s Presidency, the former President Olusegun Obasanjo administration had committed huge sum of money into the development of the nation’s energy sector without any appreciate result, inspite of the billions of US. Dollars spent on it.
Also, the Goodluck Jonathan administration which took over from President Yar’Adua did not relent on the quest to tackle the nation’s energy problems by investing more on the development and expansion of the country’s energy infrastructure. Consequently, both the Obasanjo (1999-2007), Yar’Adua (2007-2009) and Jonathan (2009-2015), having made efforts at tackling this problem looked towards nuclear power as the potential solution to the intractable energy crisis of the country because of the potentials of this energy source, eventhough, interest in nuclear energy by Nigeria had since been articulated as far back as the 1970s, there has been renewed interest and vigour on this national ambition over the past fifteen to sixteen years of civilian administration.
In 1976, the country established the Nigerian Atomic Energy Commission (NAEC) which later became moribund. However, since this new zeal for energy expansion, the Nigerian governments since 1999, have revisited and revitalized it with a new strategy for nuclear power approved by the government. This quest has climaxed in the recent approval by the government of Nigeria for the pursuit of the development of 1000 megawatt of energy with the plants to be located at Koji and Akwa Ibom States. According to Lowbeery-Lewis (2010) although the Nigerian government has explored the possibility of developing a nuclear energy programme since 1970s. In recent years, the country has increased efforts towards commissioning its first nuclear power plants. A roadmap by the Nigeria Atomic Energy Commission (WAEC) Calls for 1,000 megawatt of nuclear power by 2017 and 4,000 megawatt by 2027.

With the foregoing, it is no longer in doubt that the Nigerian government is very serious in its ambition to acquire nuclear energy in the shortest possible time. Even the current President of Nigeria, Muhammadu Buhari between March 3, 2016 and April 4, 2016 attended the 4th World Nuclear Energy summit in Washington D.C. U.S.A in pursuit of Nigeria’s nuclear ambition. With this commitment and determination, some certain questions begging for answer are: What are the challenges to be posed by this nuclear ambition? Are there merits and demerits that will follow the actualization of this ambition? Is the quest for development of nuclear energy absolutely necessary at this stage of the nations evolution.? Can the nation be prudent enough to manage nuclear energy? These are the question which this study intends to answer.

THEORETICAL FOUNDATION OF NIGERIA’S NUCLEAR ENERGY AMBITION

It is no longer news that Nigeria’s energy crisis has reached emergency situation. As of today, there is hardly any part of the country that enjoys up to six hours of uninterrupted electricity supply in a day. Nigeria presently cannot meet its energy needs for both domestic and industrial use. A nation with estimated 170,000,000 population generates and distributes less than 5,000 MW of electricity. This situation is grossly inadequate and unsatisfactory. This has resulted in the low productive capacity of the country. As of today, many industries that were based in Nigeria have closed shop or relocated to other countries where they can power their industries.

The use of electricity generators has become so popular that virtually every household and business outfit in Nigeria has one or two electric generating plants in spite of the inherent discomfort and hazards. This energy deficiency is the greatest challenge facing the nation in its quest to industrialize and develop global competitiveness and become one of the leading economies in the world.

The decision of the Nigerian government to embark on the quest for nuclear energy can be located within the theory of national interest. National interest originated from the French expression “raison d’etat” which means reason of the state. It is a country’s goals and ambitions whether economic, military, cultural or political. This concept is an important one in international relations where pursuit of national interest is the foundation of the realist school. It is a useful concept for it provides social scientists with a tool which they are to analyse and understand, at least in general terms, the objectives that states seek in international affairs.

According to Morgenthau (1978), the national interest of a state is multi-dimensional. Primary is the states survival, welfare and security. Also important is the pursuit of wealth and economic growth and power. Nigeria’s quest for development of nuclear energy is equated to the nation’s national interest to evolve a reliable energy programme that will enable the nation actualize its long term strategic goal of industrial and economic development. Energy is fundamental in any nations development. It is a pre-requisite for a sustained industrial growth and a pre-condition for development take-off.

However, it has to be noted that acquisition of nuclear energy constitutes a security risk to World Peace, including the health hazard therein whether for energy or military use. Nigeria’s ambition to acquire nuclear energy for development purpose is fraught with challenges and benefits.

NIGERIA’S NUCLEAR ENERGY HISTORY

The history of nuclear energy in Nigeria dates back to 1976, when the country established the Nigerian Atomic Energy, Commission (NAEC) as a reactionary policy. This development took place as a response to the news of Apartheid South Africa’s acquisition of nuclear weapon in addition to India’s test of a nuclear device. As a result of this, the Nigerian government went into negotiation with the then West Germany and Canada to explore the purchase of a nuclear plant for the country.
In this negotiation, the possibility of development of nuclear weapons was also briefly considered. According to Quaker-Dokubo (2000), with the view to achieving nuclear autarky, the Nigeria Uranium Mining Company (NUMCO) was founded in 1978, under a partnership between the Nigeria government and the French Mining Company, Minatom. This development led to the a real radiometric surveys of about 617,000 square kilometer of land surrounding the Jos Plateau thought to contain uranium reserves (see National Energy Commission, 2003)

As a follow up to this, two nuclear research centres were founded under the auspices of the Nigeria Atomic Energy Commission (NAEC), Obafemi Awolowo University (University of Ife) and the centre for Energy Research and Training at Ahmadu Bello University Zaria. The mandate of these two centres is to conduct research and build a critical mass of indigenous nuclear expertise (see National Energy Commission 2009). According to Mundu and Umar (2004), in other to build human capital, the NAEC has sent 60 graduate students to Europe and North America for training in nuclear related disciplines since the 1970’s. In 1988, a third research centre, the Nuclear Technology Centre (NTC) was established at the Sheda Science and Technology Complex Abuja. Federal Universities, including the university of Lagos have been recently directed to inaugurate nuclear physics programme.

In 1995, Nigeria Nuclear Regulatory Authority (NNRA) was established by the Nuclear Safety and Radiation Protection Act (NSRPA). The NNRA Started operation in 2001 and has begun implementing regulations. This is in line with the guidance of International Atomic Energy Agency (IAEA) which Nigeria is a signatory to its treaty. In 2004, Nigeria’s first research reactor was commissioned at Ahmadu Bello University Zaria. This according to Jonah and Balogun (2005:1) is a 31.1 kilowatt Chinese tank-in pool miniature neutron source reactor which uses 90 percent enriched uranium as fuel, light water as a moderator and coolant, and metallic beryllium as a reflector. The President Umar Yar’Adua administration made a serious effort for development of nuclear energy in Nigeria. The draft National Energy Master Plan of June 2007 reaffirmed the Nigerian government commitment for nuclear energy.

In pursuit of this nuclear ambition, the Nigeria government recently under the new President Muhammadu Bufiari administration announced the sitting of the establishment of two nuclear plants in yet to be ascertained locations in Kogi and Akwa Ibom States. This was done after clearance from the International Atomic Energy Agency, the regulatory body for the use of atomic energy. As a signatory to the nuclear Non-proliferation Treaty of 1968, Nigeria undertook to using nuclear energy exclusively for peaceful purposes.

THE WORLD AND NUCLEAR ENERGY SECURITY RISK

The invention and development of nuclear energy in the world heralded a new but major breakthrough in global scientific research and invention. Since its development, it has helped in providing solutions to many intractable global problems in various areas, including electricity (power), communication, health and even armaments’. It is a veritable source of clean energy, although it is also a source of the most dangerous energy needs when wrongly applied or misused for military purposes as well as when there is unfortunate nuclear accident.

The worst aspect of nuclear invention is its use in the manufacture of weapons of mass destruction. The horrors of 1945 with the detonation of atomic bombs in two Japanese Cities and their cataclysmic effect serves as a painful reminder to the world that mankind has invented what may wipe it out from the face of the earth. The need to check the proliferation of nuclear weapons was responsible for the setting up of the international Atomic Energy Agency (IAEA) in 1956 to regulate the manufacture and use of nuclear energy. Apart from USA and USSR that were nuclear powers before 1956, other countries joined the club starting with Britain in 1957, France in 1960, China in 1964 and India in 1974. Today, Pakistan, North Korea, Israel have nuclear arsenals while many others possess this technology and have adopted it for peaceful purposes like the generation of electricity.

Presently, apart from the countries that have developed nuclear weapons with this technology, there are much more civilian stock piles of nuclear materials in various forms. For instance, at the World Nuclear Energy summit held in Washington DC between March 31 and April 2, 2016 it was revealed that these number and types nuclear materials exist in different countries.

1 15,700 nuclear War heads held by nine countries
2 93% of World nuclear Weapons held by Russia and USA
3 Most vulnerable nuclear materials around the world held in civilian stock piles.
4 Civilian stockpiles of enriched Uranium kept in hospitals and power reactors.
5 2,965kgs of civilians highly, enriched uranium removed Obama’s President Obama’s tenure (www.aljazeera.com)
In the World presently no other invention poses greater catastrophic consequences than nuclear energy. The dropping of atomic bombs by USA against Japan in Hiroshima and Nagazaki is yet to be extinguished from people’s memory. By 1945, only the USA possessed this advanced nuclear technology and the world was taken by surprise by the use of the two weapons of mass destruction. As it is now, not only has USA increased its nuclear capacity, size and efficiency, at least up to 10 countries are declared military powers with array of nuclear bombs and precision delivery systems. Less than a quarter nuclear arsenals in possession of a few countries have capacity of pulverizing the world over and over again than any other known weapon in history. Any mistake of this weapon will lead the world into nuclear Armageddon with cataclysmic consequences. Apart from USA, Russia, China, France, Britain, India, Pakistan, Israel and North Korea known to possess nuclear weapons, other countries like Japan, Germany, Italy, Canada, Brazil, South Africa, Iran, Turkey and many European and Asian countries have the capacity to manufacture nuclear weapons at short notice. The nuclear accidents at Chrenobyl (1986) and Fukuhsime (2011) and their concomitant effects yet to be controlled show how dangerous and unreliable nuclear technology can be. Both Russia and Japan are among the nations that may be considered to have prudence in the management of nuclear materials. Apart from the above, 

In 2013, the IAEA reported that there were 437, operational civil fission-electric reactors in 31 countries although not every reactor was producing electricity. In addition, there are approximately 140 naval vessel using nuclear propulsion in operation powered by some 180 reactors (Kragh, 1999).

In addition to the above, presently, the IAEA in 2015 expected that, Worldwide, there were 67 civil fission electric power reactors under construction in 15 countries including Gulf states like the United Arab Emirates (UAE). Over half of the 67 total being built are in Asia with 28 in the peoples Republic of China (PRC) with the most recently completed fission-electric reactors to be connected to the electric grid as of August 2015, occurring in Wolseng Nuclear Power Plant in the Republic of Korea. Five other new grid connections were completed by the PRC so far last year. In USA, four new Generation 111 reactors are under construction at Vostle a Summer Station, while are expected to enter service before 2020 (Wikipedia The Free Encyclopedia; see also Kragh, 1999:286).

From the above, it is clear that there is proliferation of nuclear technology in different parts of the world, in both developed and developing nations. Although there nuclear reactors are said to be for peaceful use, yet, the possibility of recalcitrant nations converting their nuclear expertise into other dangerous uses is a reasonable possibility.

By 2011, nuclear power provided 10% of World’s electricity. This will definitely increase in the nearest future with new entries into the nuclear energy club and the expansion of the existing ones in already nuclear power nations. With the spread of nuclear reactors in different parts of the World, the world more than ever faces greater danger of nuclear threat due to misuse of nuclear materials, stealing of nuclear materials by terrorists or even by accident as witnessed at chenobyl and Fukuhsime.

NIGERIA’S NUCLEAR ENERGY: A CURE THAT KILLS.
THE BENEFITS
Nuclear energy discovery is no doubt a major breakthrough in the global effort to tackle the energy crisis of the world as well as solving other global development challenges. Apart from the fact that it is capable of providing a significant energy needs of the world, it is said to be a source of clean energy. Nuclear energy produces electricity that can be used to power homes, schools, business, hospitals, industries etc. The source of energy in use in Nigeria today include natural gas, hydro and solar.

Although the nation has other sources like coal, wind, bio-gas and nuclear, non of these is presently in use because of the inability of Nigeria governments to invest and develop there energy endowments. At present, the nation has the capacity to generate about 5000mw, even though less than this amount is generated.
nationwide due to many circumstances. It was the Arco nuclear reactor in Idaho, USA that became the first in history to produce electricity. This experimental breaker reactor started powering itself in 1951. By 1954, Russia built the first nuclear power plant to provide energy to a community at Obninst. Since then it began to spread like wild fire.

Nuclear power plants produce renewable clean energy and do not pollute the air or produce greenhouse gases. It can be built in urban areas and rarely radically alter its environment unless there is a nuclear accident. The proponents of nuclear energy contend it is sustainable source of energy which reduces carbon emission and enhances energy security by decreasing over dependence on imported energy sources. This source of energy does not produce smog (dense smoky haze) and conventional air pollution like fossil fuel. Certainly, Nigeria stands a good chance of benefiting immensely in the development of nuclear power to contribute to its energy needs solution. But with the abundance of natural gas in the country as well as numerous rivers and bodies of water including solar and coal, there is need for the nation to concentrate on these where it has comparative advantage and greater potentials for their development.

THE THREATS

On the other hand, Nigeria’s quest for nuclear energy is a very tall ambition of fraught with great risks and this calls for concern. The concern here are related to nuclear accident, nuclear proliferation, high cost of nuclear power plants, nuclear terrorism and radioactive waste disposal. These are dangers which existing nuclear power nation’s are facing today and which Nigeria is going to be most vulnerable.

Even though, Nigeria is a signatory to the nuclear Non-Proliferation Treaty (NPT) and subscribed to the International Atomic Energy Agency (IAEA) for scientific and technical cooperation in the peaceful use of nuclear technology and nuclear power globally, yet, it is doubtful if the nation at this period has the capacity to manage nuclear technology. Nuclear technology can be deployed for different uses if a nation chooses to do so which may lead to the spread of radioactive materials or even a secret weapon programme. Radioactive leakage can be devastating on environment and the organisms with unimaginable collateral effects.

In a nuclear accident, neither the soil, air, underground water nor terrestrial and aquatic animals are safe. The nuclear accident at chenobyl (Ukraine) in 1986 and its disastrous environmental impacts are yet to be overcome. The most recent nuclear accident which occurred at Fukushima, Japan in 2011, has wider reaching implication on man and environment in far away coast of California across the pacific ocean in USA, Sea animals affected by the disaster are washed off-shore, signaling the unqualified enormity of the damage of the nuclear power disaster.

With the above, considering the advanced technology at the disposed of the nation involved how can Nigeria with its poor record of management of minor crisis and disasters cope in an event of a nuclear accident? With the rising terrorism and militancy in the country and lack of prudence in the management of national challenges as well as latent and manifest agitations for the dismemberment of the country, the risk of the quest for Nigeria’s nuclear power becomes more alarming.

The opposition to nuclear energy has already started with the rejection of Akwa Ibom State citizens of the sitting of one of the nuclear power stations to be undertaken by Nigeria in their state. This was borne out of the fact that nuclear programme is fraught with greater danger, for according to Momah (1993:93), mankind in its innocent quest for knowledge stumbled on what might ultimately wipe it out from the face of the earth.

CONCLUSION AND RECOMMENDATIONS

This study has tried to explore the origin, history and the efforts made by different nations on nuclear energy development. It has also critically examined the challenges inherent in nuclear acquisition for both positive and negative uses.

It is the contention of this study that since some nuclear nations today overwhelmed by the negative consequences of nuclear technology are trying to abandon it, it does not make much sense for Nigeria to embark on such programme now which is not only fraught with disastrous consequences but will be achieved at very great cost which the nation cannot afford now.

Nigeria can as of now make more efforts to develop its energy sources which it has comparative advantage than many other nations, Solar for instance is a veritable source of clean energy and renewable too. Nigeria is blessed with many rivers that can be harnessed for hydro-electric power. Rivers like Cross River, Imo,Kaduna, Sokoto, Taraba, Gongioia, Anambra, Ebonyi, Benue, Osun, Ogun etc, can generate some amounts of hydroelectric power. The North-East Trade wind can be harnessed to provide wind energy to serve some parts of Northern Nigeria.
Also, the natural gas potentials of Nigeria if well developed will reduce the country's energy needs to about 60%. There are cheaper sources of energy and less prone to greater disastrous consequences in case of disaster or misapplication irrespective of the impact on global warming.

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INNOVATION AS A PREDICTOR OF CORPORATE ENTREPRENEURSHIP IN SMALL AND MEDIUM SCALE ENTERPRISES

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ABSTRACT  
This paper examined innovation as a predictor of corporate entrepreneurship in small and medium scale enterprises. The study employed a survey approach and used the questionnaire as its major source of data collection. In order to guide the study, two research questions and hypotheses that are consistent with the objectives of the study were raised. The population of study consists of 200 managers of selected small and medium scale enterprises in Port-Harcourt. The researchers used Taro Yamane’s formula to select 133 managers out of the population. The Kruskalwallis test (H) was the tool for data analysis. From the findings, the researchers conclude that innovation is a veritable predictor of corporate entrepreneurship. Based on the findings also, the researchers among others recommended that corporate entrepreneurs in SMEs should focus on process innovation. This will ultimately lead to product and other forms of innovation.

Key Words: innovation, corporate entrepreneurship. SMEs, kruskalwallis test

Introduction  
The intense competition in international and local markets has rendered innovation the critical factor of firm level competitiveness and survival. More recently, the importance of innovation has been reinforced both by globalization and rapid advances in new technologies, knowledge transfer and information flow. Despite the new opportunities offered by innovation, firm level innovation in many African countries has seen little improvement in productivity performance over the years. Firm level innovation is a continuous process that brings about new ideas, new products development, pioneering of new technologies and processes, as well as the promotion of entrepreneurship. Within enterprises, there is a conscious move to promote entrepreneurship. This has led to changes in the culture, structures and strategies of organizations. However, understanding the concept of entrepreneurship within an enterprise may sound vague, hence the need to investigate certain predictors of the phenomenon. This paper therefore will concentrate on innovation as a predictor of corporate entrepreneurship with interest in product and process innovation.

Objectives  
The general objective of this paper is to examine innovation as a predictor of corporate entrepreneurship in small and medium scale enterprises. The following specific objectives shall be examined:
Understand the relationship between product innovation and corporate entrepreneurship of SMEs

Identify the relationship between process innovation and corporate entrepreneurship of SMEs

Hypotheses

H01: product innovation does not have significant relationship with the corporate entrepreneurship of SMEs

H02: process innovation does not have significant relationship with the corporate entrepreneurship of SMEs

Conceptual Review

Innovation: According to Cantwell (2003), Gault (2010) and Harary (2013), the ability to create economic value on new products, production processes and organizational practices is embedded in the innovative characteristics of a firm or industry. Innovation has thus created new forms of competition and opened new markets for new products and services. Studies such as Kleinknecht and Mohnen (2002) Criscuolo and Haskel, (2003) Diederen, Mohnen, and Palm (2005) have linked innovation to firm productivity and performance. Firm level innovation is therefore critical to the competitive advantage and growth for firms, industries and countries (Romijn and Albalone, 2004; Abereijo et al., 2007). The literature on firm-level innovation clearly underscores the need for a strong focus on firm-level innovation to spur socio-economic growth.

Firm level innovation generally refers to renewing, changing or creating more effective or useful processes, products or ways of doing things in a firm’s day-to-day operations. It is a continuous process that brings about new ideas, new product development, and pioneering of new technologies and processes, as well as the promotion of entrepreneurship in the industrial sector (Mytelka, 2000). For businesses, this could mean implementing new ideas, creating dynamic products or improving on existing services. Innovation is the creation of value from knowledge and a driver of economic growth if well managed (Gault 2010). The common feature of innovation in the business context is that a change must have been implemented by the firm and introduced on the market (OECD/Eurostat 2005). This means that a firm can innovate at many different points in its development process, including conception, R&D transfer, organization and marketing processes. With fewer people producing the knowledge needed to create value, innovation becomes an impetus for increased productivity leading to rapid economic growth.

Several studies have recognized innovation as the catalyst for industrial growth. Firms need innovations to open up new markets, gain competitive advantage, increase market share and achieve substantial economic growth. For example, innovation efforts embarked upon by firms in Hong Kong, Singapore, South Korea and Taiwan (the Asian Tigers) have led to their industrial growth and sustainable competitiveness (Baek, Yongchun, & Randall 2005). The rate of rapid changes experienced by industries as well as stiff challenges posed by competition and globalization implies that firms have to innovate to survive global competition. For developing countries, innovation is certainly the key driver of differences in productivity, income variations, business growth and catch-up in industrial competitiveness (Cantwell 2003).

Global understanding of innovation activities and their economic impact has greatly increased over time, yet it is deficient. As the world economy evolves, so does the process of innovation which is continuously gaining momentum within the context of today’s low-growth, resource-constrained world. Strong understanding of customer needs and markets, combined with better access to talent and technologies are rapidly unlocking the success to innovate in many countries (Harary, 2013). However, the ability of a country to innovate largely depends on its technological capabilities, information flow and skills - technical, managerial and institutional arrangements that allow capable researchers to produce new technologies, while at the same time allowing productive firms to access, utilize, and commercialize technology efficiently. For firms in African there is the need to learn and or adapt to new technologies in order to upgrade the quality of their products and processes so as to stand the chance of success in the industrially competitiveness global market economy.

Corporate Entrepreneurship: Reviewing the Corporate Entrepreneurship literature (CE) one can quickly observe the ambiguity within the definitions of the CE concept. Especially striking is the partial interchangeability of CE with related concepts such as intrapreneurship or corporate venturing: For Example Mc Fadzean et al. (2005) emphasize the interchangeability whereas Åmo & Kolvereid (2005) make clear distinctions between the different concepts. The aim of the current section is to provide a clear definition of CE and show as well its boundaries to related concepts.
Starting from a rather broad point of view researchers claim that both CE and intrapreneurship topics are concerned with entrepreneurship within existing organizations (Antonicc 2007). Following Åmo & Kolvereid (2005) and Pinchot & Pellmann (1999) one can also state that both concepts are related towards an incremental innovation process based in the ideas and the knowledge of the employees of an organization. The aim is to incorporate skills and mindset shown by start-up entrepreneurs into existing organizations (Thornberry 2003) in order to develop the way they operate. (Brunäker & Kurvinen 2006). The reason start-up entrepreneurs are taken as an example lies in their ability to recognize market gaps in advance and to fill out these gaps with novel products or services. This behavior turns out to be also beneficial for existing organizations (e.g. Zahra 1991). As to Stopford & Baden-Fuller (1994) pursuing internal entrepreneurial activities “require changes in the pattern of resource deployment and the creation of new capabilities to add new possibilities for positioning in markets (p. 522)”. A further commonality between both concepts consists in the fact that ideas have to be realized. Neither intrapreneurship nor corporate entrepreneurship is about dreaming, but about realizing visions. Although closely related, both concepts are slightly different regarding the origin of innovation activities. Åmo & Kolvereid (2005) point out that CE activities are rooted in requests of the organization and coincide with corporate strategy. In contrast, intrapreneurship activities represent rather autonomous activities of the individual himself. Campbell (2000) elaborates the necessity of a corporate entrepreneurship strategy in order to benefit from intrapreneurial personalities. Vice versa, such kind of strategy is rather inefficient without intrapreneurs in the organization (Åmo & Kolvereid 2005). This kind of separation is also coherent with Zahra’s (1991) separation between formal and informal corporate entrepreneurship activities with informal activities representing autonomously performed activities having their origin in “individual creativity or pursuit of self-interest.”

Barkinshaw (1997) separates intrapreneurship from CE in a different way. As to his analysis intrapreneurship, or dispersed CE, represents an approach underlying the assumption that “all individuals in the company have the capacity for both managerial and entrepreneurial acts” (Brunäker & Kurvinen 2006). This view is contrasted by the so-called focused corporate entrepreneurship, or corporate venturing, approach where innovation initiatives are placed centrally a new division. Although both Åmo & Kolvereid’s (2005) and Birkinshaw’s (2000) categorizations underlie different criteria it is obvious that intrapreneurship is an integrative part of the corporate entrepreneurship literature but not necessarily vice versa.

This hierarchy between CE on the one hand and intrapreneurship on the other hand is also supported by Thornberry’s (2003) classification of CE. He identifies four different categories: Corporate Venturing, Organizational Transformation, Intrapreneuring and Industry Rule Bending. These categories are consistent with Veenker et al.’s (2008) findings, and can be considered as an extension of Stopford & Baden-Fuller’s (1994) categories. Corporate Venturing is the process leading to new ventures related to the organization’s core business. Stopford & Baden-Fuller (1994) include intrapreneurship in this category whereas Thornberry (2003) uses an extra category. The underlying reason is the current insight that intrapreneuring is a bottom-up process as shown by Amo & Kolvereid (2005). As a consequence ventures having their origin in intrapreneurial activities are not necessarily related to core-business activities (Antonicc & Hisrich 2003). Furthermore Intrapreneuring is not only related to the creation of new ventures, but also to innovation in processes (Antonicc & Hisrich 2003). In this way it is logical to use intrapreneuring as an extra category within CE. Thornberry’s (2003) third category is organizational transformation which is related to the improvement of organizational efficiency. Key ideas of the SMEs are reviewed involving rethinking of business concepts, reorganization, strategic repositioning (Hisrich 2001). CE activities can also be classified as to their direction. Current research reveals that corporate entrepreneurship can be either internally directed or externally oriented. Zahra (1991) states “external efforts entail mergers, joint ventures or acquisition (p. 261)” whereas internal measures cover activities such as R&D or intrapreneuring programs. However the expected outcomes remain the same: new ventures, new products, new services, improved processes, improved organization, new strategies, etc. (Antonicc & Zorn 2004).

Forces Affecting Innovation in SMEs

- **Industry concentration:** Markets become less transparent when competition is intense; therefore it becomes more and more difficult to respond rapidly to environmental changes with intense competition. According to Hausman (2005), this can have a negative influence on the innovativeness level of SMEs. Not all markets provide the same incentives for companies to enter the market, for example it is more advantageous to enter a market in which a few firms operate (Soreescu, Chandy & Prabhu, 2003). Industries in which large companies are involved are often more innovative than other industries.

- **Organizational leadership:** O’ Regan (2006) defines leadership as an important determinant of innovation. The leaders’ characteristics can significantly influence the strategic direction and organizational
performance of a company. The objectives of the firm are mostly equal to the desires of the owner and this will indicate whether a firm will pursue growth or survival objectives. Not commercial considerations, but personal lifestyles are common reasons for companies that wish to stay small and just have the goal to survive. Furthermore, it is argued that the managers of SMEs sometimes lack the skills and education to cope with increasingly complex organizations (Rothwell, 2001). Business managers lack the specific types of education and training that can be linked with innovation in companies (Romano, 1990). This lack of expertise can uphold companies from transforming the managers’ knowledge into new products and services, and it can decrease the company’s ability to respond adequately to the customers’ needs (Gruner & Homburg, 2000). Innovativeness in SME’s is mostly limited by the power and innovation potential of the companies’ owner, because he has the decision-making authority (Verhees & Vermeulenber, 2004).

- **Network effects**: The internal communication networks are more efficient in SMEs than in larger companies, because the networks provide SMEs a fast response towards problem solving. SMEs can easier reorganize tasks and processes and adapt to changing environments. Besides, it is also easier for SMEs to respond to rapidly changing environments due to the organizational structures of the businesses. They are less bureaucratic and have more clannish structures, which makes them able to cope with unmet customer needs (Rothwell, 2001). Although the flexibility of SMEs means that they can easily respond to changes in the market, SMEs will be less innovative over time because they lack the external contacts which make them less aware of innovative technologies (Hausman & Fontenot, 1999). According to Rothwell (2001), SMEs often lack the time and resources to identify and use external sources of scientific and technological expertise and advice. These businesses mostly lack suitable qualified technical specialists to support research and development activities.

- **Products Tangibility**: Tangible products will often be more easily adopted by SMEs than intangible products, because of the characteristics of tangible products. This speed of adaption will be advanced when people can observe and try the products, because in this way a better insight is created into the product (Hausman, 2005).

- **Financial capital**: According to Hausman (2005) SMEs are not pure simplifications of large firms because they lack the financial and human capital and have different governance and reward structures than large firms. This can make it more difficult for SMEs to be entrepreneurial and innovative. For example, developing a new product is a high risk activity for a small company and it requires a huge financial and human capital.

**Types of Firm Level Innovation**

- **Product Innovation**
  Product innovation means introducing the new products/services or bringing significant improvement in the existing products/services (Polder et al, 2010). For product innovation, the product must either be a new product or significantly improved with respect to its features, intended use, software, user-friendly or components and material. The first digital computer is an example of product innovation. Change in design that brings significant change in the intended use or characteristics of the product is also considered as product innovation (OECD, 2005). Product innovation has many dimensions. First, from the perspective of the customer, product is new to the customers. Second, from the perspective of the firm, the product is new to the firm. Third, product modification means bringing product variation in the existing products of the firm (Atuahene-Gima 1996). Firms bring product innovation to bring efficiency in the business (Polder et al. 2010). In highly competitive environment of today, firms have to develop new products according to customer’s needs (Olson et al. 1995). The aim of product innovation is to attract new customers. Firms introduce new products or modify the existing products according to needs of the customers (Adner & Levinthal, 2001). Shorter product life cycle of the products forces the firms to bring innovation in the products (Duranton & Puga, 2001). Product innovation is reflected by the functional performance (Olson et al. 1995). Product innovation is one of the key factors that contribute to success of an organization. New product development and product innovation are important strategies for increasing the market share and performance of the business. The studies showed that new product development had positive impact on the performance of the firm (Ettlie & Reza 1992)

- **Process Innovation**: Process innovation means improving the production and logistic methods significantly or bringing significant improvements in the supporting activities such as purchasing, accounting, maintenance and computing (Polder et al., 2010). OECD (2005) defines process innovation as implementation of the production or delivery method that is new or significantly improved. Process innovation includes bringing significant improvement in the equipment, technology and software of the
production or delivery method. Firms bring novelties in the production and delivery method to bring efficiency in the business. The new method must be at least new to the organization and organization had never implemented it before. The firm can develop new process either by itself or with the help of another firm (Polder et al., 2010). Firms bring process innovation to produce innovative products and amendments are also brought in their processes to produce the new products (Adner & Levinthal, 2001). To decrease the production cost, firms go for bringing process innovation. The process innovation is reflected by the cost of the product (Olson et al. 1995). Firms adopt new process to compete with other firms; they have to bring the process innovation to satisfy their customers. The process innovation, especially in the manufacturing organizations, can have significant impact on the productivity of the firms. The historical case studies showed that bringing automation in the production methods has increased the efficiency and productivity of the organizations (Ettlie & Reza, 1992).

- **Marketing Innovation**: Marketing innovation is defined as implementing new marketing methods that involve significant changes in the packaging, design, placement and product promotion and pricing strategy. The objective of marketing innovation is to increase the sales and market share and opening new markets. The distinctive feature of the marketing innovation from the other types of innovation is the implementation of new marketing method that the firm has never implemented before. The product design, that only changes the appearance of the product and does not change the features and functionality of the product, is also marketing innovation (OECD, 2005). Marketing innovation is non technological innovation. Firms bring innovation in their marketing methods to bring efficiency in their business (Polder et al., 2010). Marketing innovation is developing new techniques, methods for marketing. Developing new techniques, methods and tools for marketing has a significant role in success of the organizations. The example of marketing innovation is ‘changed ways for collecting customers’ information’. Firms now use computer software to collect customer information. The new formats of trading, like online store is also example of marketing innovation (Chen, 2006)

- **Organizational Innovation**: Organizational innovation is defined as introduction of new practices of doing business, workplace organizing methods, decision making system and new ways of managing external relations (Polder et al., 2010). OECD (2005) defined organizational innovation as implementing new ways of organizing business practices, external relations and work place. Organizational innovation entails new ways of organizing routine activities. For organizational innovation, firms adopt the methods of organizing that they have not implemented before. Organizational innovation can increase the performance of the organization by decreasing the transaction cost and administrative cost. Firms bring organizational innovation to bring efficiency in the business. The new organizational method must be at least new to the organization and new method can be developed by the firm itself or with the help of third party (Polder et al., 2010). Organizations bring changes in their organizational setup. They change the ways of organizing things to compete with their competitors and satisfy the customers (Ettlie & Reza 1992).

**Innovation and its Importance for SMEs:**
Innovation is generally understood as the successful introduction of a new thing or method. Davila et al. (2006) organizes reasons enterprises undertake innovation in the following ways:

- Improved quality
- Creation of new markets
- Extension of the product range
- Reduced labour costs
- Improved production processes
- Reduced materials
- Reduced environmental damage
- Replacement of products/services
- Reduced energy consumption
- Conformance to regulations

Community Innovation survey (2007) defines nine factors as motivation factors to innovation: increased range of goods or services; increased market share; Improved quality of goods or services; Improved flexibility of production or service provision; Increased capacity for production or service provision; Reduced costs per unit produced or provided; reduced environmental impacts or improved health and safety; Met regulatory requirements; Increased value added.
Organizations which generate and implement more good ideas about better, more efficient ways of working have a distinct advantage in a competitive environment. To achieve success over a long period of time, all organizations need to hold innovation (Niala et al., 2004). With The globalization phenomena, market expansion, and increased customers’ expectations and competition among firms, innovation has become more market-driven, more rapid and intense, more closely linked to scientific progress, more widely spread throughout the economy (OECD, 2000). Organizations may also facilitate innovation through project teams or R&D departments (Morton, 1971; Zaltman et al., 1973). Steve Jobs defines Innovation as having nothing to do with how many R&D dollars one has. It is about the people you have, how you’re led, and how much you get it. He argued that there are no definitive metrics for innovation. Measures of innovative success vary by company and industry. He defined R&D and patent creation as the most common metrics of innovation:

**R&D**: This metric assumes that the amount of money spent on research and development directly correlates to the amount of innovative products, processes and services that get to the public.

**Patent creation**: Some companies create patent after patent and boast of their innovative capabilities. While this may be well and true for a few, if the numbers of patented products, processes, and services are now making it to the marketplace, then their relevance diminishes. The propensity of countries to seek sources of innovation and knowledge wherever they are present has increased considerably in terms of patenting in the 1990s. The internationalization of patenting has not been equally rapid in all countries: the available evidence shows that US patents have a larger, and more rapidly growing, Asian proportion of foreign co-inventors than those of Europe or Japan.

An interesting point about innovation was found in Paul et al. (2006) “Innovation begets further innovation. He maintains that through organizational innovation, managers gain a more specific view of the different activities of the firm, and see the potential creative opportunities that arise through breaking down ‘departmental silos’ and creating novel synergistic activities. Rogers argues that innovations have characteristics which explain the rate of their adoption:

**Relative advantage**: the degree to which an innovation is perceived as better than the idea it supersedes

**Compatibility**: the degree to which an innovation is perceived as being consistent with existing values, past experiences, needs of potential adopters

**Complexity**: the degree to which an innovation is perceived as difficult to understand and use

**Trial ability**: the degree to which an innovation may be experimented with on a limited basis

**Observability**: The degrees to which the results of an innovation are visible to others Innovations are considered as a major engine to enhance their performance and to strengthen their competitive position in the market by companies (Vareska van de et al., 2008).

**Empirical Review**

**Barriers to Innovation**

As many studies show, innovation has positive effects on the firm; it is interesting to find out why some firms do not engage in innovative activities. Palmer-Noone (2000) argued that most of the leaders believed that their greatest challenges to innovation were to be found inside their institutions. In her findings traditional institutional culture, or institutional inertia was cited as a significant barrier to innovation. A number of studies show that firm differences in barriers to innovation were related to cost, institutional constraints, human resources, organizational culture, flow of information, and government policy (Mohen and Roller 2005; Baldwin and Lin, 2002).

Support of employees for changes in their firms depends on the kind of innovation implemented. While changes in the organization of work that are introduced independently of investments in new machinery are encountered by resistance, investments in new machines, production sites, etc. are supported by employees (Thomas Zwick). It is not always a barrier against innovation but it may retard or change the innovation plans (Schaefer, 1998).

Madrid-Guijarro et al. (2009) emphasize on a resource-based view of organizations. They introduced financial resources, human resources and external resources as barriers to innovation. Cost has been mentioned as one of the most important barriers to innovation. High innovation costs have a negative and significant effect on the innovation propensity (Lim and Shyamala, 2007; Silva et al., 2007). Arguments can arise between the need to invest in innovation and the risk aversion common among managers/owners (Hausman, 2005; Frenkel, 2003), with small firms being especially subject to such conflicts because of their limited financial resources. A study in Canada revealed that setup costs, rather than running costs, are of greater concern to those that intend to engage in innovation activities (CSLS, 2005).
Understanding of economic risks associated with innovation activities would have a low degree of association with firms’ experience in innovation activities (Lim and Shyamala, 2007). Most financial theories, such as transaction cost theory and agency theory linked risk and financial exposure in the way that higher risks are associated with higher financial exposure, and lower risks with lower financial exposure (Brigham and Ehrhardt, 2005). Transaction cost theory analyzes the fact that intangibility and specificity combined with investment in technology, by increasing transaction costs, may decrease the firms’ propensity to financing innovation with debt. Agency theory argues that the high risk of innovative activities and the existence of information asymmetries can increase problems with debt financing. An increase in debt may lead to an increase in conflicts between lenders and the firm. Several previous studies point to the negative influence of debt on innovation activity (Giudici and Paleari, 2000).

Resistance to change which results from poor employee skills and inadequate training is viewed as an important organizational challenge by many researchers. It also argued that small business managers often lack the types of education and training that have been linked with a successful innovation strategy (Hausman, 2005). Shanteau and Rohrbaugh (2000) argue that weak management support is another innovation choke point because innovation can disrupt established routines and schedules. Barriers to innovation also include organizational inertia and structured routines that may limit the ability of incumbent firms to identify new opportunities and adapt to environmental changes (Nelson and Winter, 1982; Hannan and Freeman, 1984).

Obstacles that are external to the firm are clearly more important than internal ones, perhaps because most internal issues can be resolved by a firm that is committed to its innovation activity (Lim and Shyamala, 2007).

Global competition, government policy, and economic uncertainty require that firms effectively communicate to managers the importance of innovation as a core firm strategy that will help maintain market competitiveness (Madrid-Guijarro et al., 2009). Because of high competitive pressures, firms are forced to adopt new technologies so as to gain a competitive advantage (Porter, 1985). Many researchers suggest that firms in more turbulent external environments have higher potential for innovation, because turbulent environments trigger firms to incorporate innovation into their business strategy in order to remain competitive and, ultimately, survive (Madrid-Guijarro et al., 2009). Lack of information about market opportunities, changes in technology, and government policy, which influence managers’ adoption of innovation as a strategy to better meet customer needs and to help make the firm more competitive is viewed as another barrier to innovation.

Lack of market information related to the potential requirement and preferences of the end-user may lead to a firm producing products that are not meeting the users’ needs, and hence may lead to lack of customer responsiveness towards firms’ innovative products. In other words, recognition of the requirement of potential customers is important to ensure the success of firms’ innovation process (Lim and Shyamala, 2007). Lack of government assistance was defined as the third most important barrier to innovation in European countries by Piatier (1984) research. Silva et al. (2007) define nine barriers to innovation to include:

- High economic risk
- High cost of innovation
- Lack of financing
- Organizational rigidities
- Lack of skilled personnel
- Lack of information about technology
- Lack of market information
- Lack of customer’s responsiveness
- Government regulations

As regards the significance of each restraining factor of innovation, four significant variables are detected. High economic risk and high cost of innovation are defined as economic factors that prevent innovation in Portuguese firms. The first important point is that the firm cannot innovate and grow unless they are willing to take risks. However, in the current regulatory and tort environment, companies are more focused on risk reduction than ever before. The lack of financing sources has a negative and significant effect on the innovation propensity.

Lack of qualified personnel restrains the propensity of the firm to innovate and also to develop the innovation process. Lack of customers’ responsiveness to new products has also a negative and significant impact on the propensity to innovate.
Methodology
The population of the study comprises of 200 managers drawn from 25 SMEs in PortHarcourt, River State. The researchers however randomly selected 133 managers out of the population of study. A five-point likert scale questionnaire that covered the different areas of product and process innovation and corporate entrepreneurship was used to elicit responses from the respondents. The statistical tool used for data analysis was the Kruskalwallis test (H), using the 15.0 version of the Minitab statistical software (MSS). The kruskawalis which is a non-parametric equivalent for one-way ANOVA may be described thus:
\[ T = H = \frac{12}{N(N+1)} \sum_{i=1}^{k} \frac{R_i^2}{n_i} - 3(N+1). \]
The decision rule is to reject the null hypothesis if \( H \geq \chi^2_{(k-1)} \), where \( k \) is the degree of freedom.

Results
In this section the output of the analysis of the data gathered was presented

**Minitab Output for Research Question 1**

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Overall 25                            13.0

H = 14.39   DF = 4   P = 0.006
H = 14.40   DF = 4   P = 0.006 (adjusted for ties)

**Minitab Output for Research Question 2**

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</table>

Overall 25                            13.0

H = 16.41   DF = 4   P = 0.003
H = 16.46   DF = 4   P = 0.002 (adjusted for ties)

Conclusions and Recommendations
From the output of the data gathered, it was concluded that innovation is a veritable predictor of corporate entrepreneurship. This conclusion substantiated by the value of the p-value in research question one and two where the p-values (0.006 and 0.003<0.05) respectively. We therefore recommend that: corporate entrepreneurs in SMEs should focus on process innovation. This will ultimately lead to product and other forms of innovation.
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ABSTRACT
This study examines the strategic application of information and communication technology for effective delivery of agricultural products/services. The study adopted a survey research design, with a sample size of 55 farmers randomly selected from 13 different farms in Delta State of Nigeria. An instrument titled “Strategic Application of information and communication technology for effective delivery in the agricultural industries” was used to collect data for the study. Two hypotheses and two research questions were formulated to guide the study. The statistical tool used for analysis was the Pearson Product Moment Correlation Coefficient. The t-tests were carried out at 0.05 level of significance. It was found that the interest as well as the media had significant influence on the yield and delivery of agricultural products. The study recommended among others, that farmers need to put in place appropriate machinery to integrate ICT fully in their farms to increase and improve productivity.

Key words: Information and Communication Technology (ICT), Strategy, sustainable growth.

INTRODUCTION
It is increasingly becoming difficult for countries to penetrate the competitive world of agricultural trade without the use of ICTs. It is therefore imperative for farmers and other players in the agricultural industry to take decisive steps to embrace ICTs as they promote higher productivity and access to markets and sustainable economic growth.

Denni (1996) stresses that every business must bring ICT into its operation and take the advantage it offers. Adoption of ICT is considered to be a means of enabling businesses to compete on a global scale, with improved efficiency, and closer customer and supplier relations (Chong et al., 2001). The use of ICT in agriculture remains a strategic and ambitious way of modernizing the agricultural sector by pushing possibilities into the hands of farmers and ultimately achieving food sufficiency (Faseru 2015).

Literally, ICT means working with computers. In a more technical way, it is a term used to describe technologies that enable us to record, process, retrieve, transmit and receive information. The digital revolution is at the heart of the impending pervasive use of digital ICTs. The ability to store and process numerical, textual, audio and video information in digital form at a very high speeds, in quantities and at costs previously unimaginable, and the ability to transmit the digital objects across time and space quickly and at relatively nominal costs are the strengths of the electronic venue of ICTs (Lans, 1997).
Through formal institutionalization of e-agriculture, which is a global practice where people exchange information, ideas, and resources related to the use of ICT for sustainable agriculture and rural development, Nigeria stands a better chance of using the agricultural sector to achieve sustainable economic growth and development.

ICT in agriculture worldwide, has emerged as a strategic tool, drawing private capital and large-scale investment to projects that benefit small farmers and boost food security. The strength of the approach, according to Faseru and other experts, is its integration of investments, policy frameworks and local institutions and ability to bolster connectivity to improve the functioning of markets, improve agricultural opportunities, create jobs and catalyze improved governance along the value chain. All of these are ingredients needed to spur inclusive and sustainable economic growth. ICT is at the core of most innovations used today by most enterprises to succeed or survive. ICTs are known for strategic management, communication, collaboration work, customers’ access, managerial decision making, data management and knowledge management. With the widespread connectivity to global markets and networks, using the internet and related technologies, there is the need for Nigeria government to establish a comprehensive ICT infrastructure for the agricultural sector.

It is hopeful that Nigeria with over 170 million population should be able to establish a similar network for farmers to boost their productivity.

Statement of the Problem
ICTs have been a significant contributor to growth and socio-economic development in business sectors, countries and regions where they are well integrated. The large adoption and integration of ICTs have improved service delivery, created new jobs (while making some older ones less relevant), generated new revenue streams and saved money. In fact, a World Bank report from 2009 found that a 10 percent increase in a country’s broadband connections leads on average to 1.38% rise in its GDP (World Bank 2009). This somehow signifies that advancement in information and communication technology has placed information at the fingertips of many farmers.

The paper contends that Nigeria has no ICT platform for farmers and this has slowdown agricultural productivity in Nigeria.

Objectives of study
1. To ascertain the influence of internet on the delivery of agricultural products.
2. To examine the effect of the media on the delivery of agricultural products.

Research Questions
1. To what extent does the internet influence the delivery of agricultural products?
2. What effect does the media have on the delivery of agricultural products?

Hypotheses
1. The internet has no influence on the delivery of agricultural products.
2. The internet has no significant effect on the delivery of agricultural products.

REVIEW OF RELATED LITERATURE
According to Agbamu (2007), with respect to agriculture, ICT involves all aspects of published knowledge in agriculture for example, the use of computer, internets, telephones (mobile and field), television, e-mail, fax, radio etc. Worthy of mention however, is the fact that availability of ICT facilities cannot suffice. Farmers’ ability and willingness to use the said facilities will go a long way to take agriculture to greater heights.

Information and communication technology has contributed immensely to the achievement of organizational effectiveness in many sectors of the economy, agriculture not left out. According to Rao (2007), developing countries are presently connected to developed nations and get the latest information and technologies regarding weather, natural resources and other related information.

The relevance of ICT in agriculture cannot be over emphasized. Radio, mobile phones, televisions, and the internet provide farmers with the much required information. Information and communication technologies have potential to disseminate the agricultural systematic information among small holder farmers. Similarly the mobile phones, television, internet and radio have the facility to transfer related and timely information that help to make decisions to use resources in the most productive and profitable way. (Ekbia
According to Murthy (2009) farmers use SMS services for obtaining situation reports on weather as well as proper use of pesticides in their farms. Television is a very effective medium for reaching thousands of farmers, both literates and illiterates in a very short time. Viewers see and understand immediately, and can commence implementation without delay. Fara (2009) maintains that television is one of the most effective media for agricultural information among farmers in developing countries.

“Television has created awareness and knowledge among farmers about use of technologies in farming (Age, 2012)”. The contribution of radio in the dissemination of agricultural information cannot be ignored. Inadequate power supply is a national problem. This limits the use of television to only those rural farmers who can own them and also provide generators for their use. Thus radio seems more readily affordable to rural farmers. Sadaqath and Mariswamy (2007), cited in Chhachhar (2014) argued that the credibility of radio information is a very essential element in the communication process, as it will certainly enhance listenership if the transmitted messages are authentic.

Akinola (2007) emphasized that 79% of the rural women farmers in Zaria local government area preferred radio as the main source of information.

**EMPIRICAL REVIEW**

A study was conducted in India by Shaik, Jhamtani & Rao (2004) on the use of ICT to meet the needs of farmers. It was found that 90% of farmers perceived the ICT information as most appropriate, since it permitted them to discover and sell at the markets where they had comparative advantage. In the same study, 82.5% of the farmers maintained that access to land records (made available by ICT) was a very welcome idea.

Muto and Yamano (2011) conducted a study on the use of mobile phones by farmers for the sale of their products. By connecting farmers to buyers without much waste of time and energy, farmers were able to sell at satisfactory prices.

In a study conducted by Abbas and Hassan (2009) on the dissemination of agriculture information among farmers in Nigeria, radio was found to provide suitable livestock and fisheries information. It was also found to be the most acceptable medium of communication.

On the effectiveness of radio on agriculture, a study by Okwu et al (2007) revealed that most farmers love to listen to agronomic and plant production programmes.

Murty & Albino (2012) conducted a study on electronic media in rural agricultural business, and discovered that shortage/lack of electricity in rural areas has compelled farmers therein to rely on radio for education, health and agricultural news.

In a study conducted in Malasia by Hassan et al (2010), 85% of the farmers were found to be inclined to the internet as a source of agriculture information.

**Methodology**

The research adopted a survey research design. The choice of this research design method is informed by the fact that it suits the study of the respondents who are basically farmers with varying knowledge and opinions. The method also enables respondents to respond to issues relative to the topic when they are alone; it has the ability to cover a wide range of information as well as representative samples. This permits inferences and generalization to the study population (Yomere and Agbonifo, 1999). The population consists of farmers located in Delta and Edo states of Nigeria. A sample size of 55 farmers selected randomly from 6 agricultural sectors in the states under study, accounting for 58% of the approved sectors, was considered quite adequate. Our decision is justified by the studies of Peretomode (1996); Yomere and Agbonifo (1999), and Owojori (2005) where both recommended 10% sample size to be adequate for scientific studies. A total of 58 copies of the questionnaire were distributed to our respondents, out of which 55 were returned and used for the study. The farmers in each of the sectors were however randomly selected by administering the questionnaire to one out of every ten customers that comes into the farm.

To test the reliability of the instrument, a pilot study was carried out with the instruments on two agricultural firms not included in the research sample size in order to establish their reliabilities and internal consistencies of the items with them. Twelve farmers were selected from each of the sectors respectively for this purpose, and the designed instruments were administered on them. At the end of the exercise, the completed copies of the questionnaire were collected and coded for statistical analysis. The 13th edition of the Statistical Package for the Social Science (SPSS) was used in analyzing the data. Among the options chosen to determine the reliability and internal consistency of the instrument were the Split Half method and the Spearman Brown Method. The instrument indicated a reliability coefficient of 0.8167 for the Spearman
Brown option while the Guttman Split-half yielded a reliability coefficient of 0.72. The observed Average measure intraclass correlation coefficient for the items within the instrument was 0.75. These observed coefficients for the instruments implied that they were highly reliable and internally consistent for the study (Tuckman, 1975). As pointed out by Anastasi (1968), the closer to 1 the reliability coefficient of an instrument, the more reliable the instrument.

Data Presentation and Analysis

The responses from the farmers on their strategy application of information and communication technology to enable effective delivery of agricultural production in their respective firms are statistically analyzed in line with the related objective and research question which they were intended to address. The responses are presented in tables of frequencies and percentages based on the various options used in the 5 point Likert scale questionnaire for the study. In the course of the discussion of the items especially on the options in the Likert Scale, after presenting the separate percentages, a summation of the ‘strongly agree’ and ‘agree’ was effected while ‘disagree’ and ‘strongly disagree’ were also added to enable conclusive statement to be made on the items. Since they added up to either agree or disagree. Most discussions are however presented in the analysis along the Likert Scale System.

Table 1 below presents the opinions of the farmers on the adoption of the media on their farm businesses. Though the five-point scale was used in the assessment, the responses were re-categorized into five options. In the table, the percentages of the frequency counts are enclosed in brackets.

<table>
<thead>
<tr>
<th>S/N</th>
<th>Questions</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Undecided</th>
<th>Disagree</th>
<th>Strongly Disagree</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>My farm always uses ICT to monitor growth of plants</td>
<td>25 (45)</td>
<td>20 (37)</td>
<td>4 (7)</td>
<td>3 (5)</td>
<td>3 (5)</td>
</tr>
<tr>
<td>2.</td>
<td>I use computer simulation to hybrid my poultry birds</td>
<td>20 (37)</td>
<td>23 (42)</td>
<td>8 (14)</td>
<td>1 (2)</td>
<td>3 (5)</td>
</tr>
<tr>
<td>3.</td>
<td>As a result of radio information, my sales has improved</td>
<td>22 (40)</td>
<td>22 (40)</td>
<td>5 (9)</td>
<td>2 (4)</td>
<td>4 (7)</td>
</tr>
<tr>
<td>4.</td>
<td>I have challenges of inadequate electricity supply so I would not use ICT</td>
<td>3 (5)</td>
<td>4 (7)</td>
<td>8 (14)</td>
<td>18 (34)</td>
<td>22 (40)</td>
</tr>
<tr>
<td>5.</td>
<td>My farm has used the internet to launch into global markets.</td>
<td>6 (10)</td>
<td>4 (7)</td>
<td>9 (17)</td>
<td>20 (37)</td>
<td>16 (28)</td>
</tr>
<tr>
<td>6.</td>
<td>The internet has helped to boost my yield.</td>
<td>10 (18)</td>
<td>11 (21)</td>
<td>6 (11)</td>
<td>14 (25)</td>
<td>14 (25)</td>
</tr>
<tr>
<td>7.</td>
<td>The cost of ICT equipment is high so I could not adopt it.</td>
<td>8 (14)</td>
<td>6 (11)</td>
<td>12 (22)</td>
<td>19 (35)</td>
<td>10 (18)</td>
</tr>
<tr>
<td>8.</td>
<td>We still use our traditional farming system despite the presence of ICT.</td>
<td>18 (34)</td>
<td>17 (31)</td>
<td>14 (25)</td>
<td>3 (5)</td>
<td>3 (5)</td>
</tr>
<tr>
<td>9.</td>
<td>ICT has aided agricultural sector in other countries.</td>
<td>10 (18)</td>
<td>12 (22)</td>
<td>17 (31)</td>
<td>10 (18)</td>
<td>6 (11)</td>
</tr>
<tr>
<td>10.</td>
<td>Agricultural sector has more potential to grow if ICT is employed.</td>
<td>24 (43)</td>
<td>20 (37)</td>
<td>6 (9)</td>
<td>2 (4)</td>
<td>4 (7)</td>
</tr>
<tr>
<td></td>
<td><strong>TOTAL</strong></td>
<td><strong>146</strong></td>
<td><strong>139</strong></td>
<td><strong>88</strong></td>
<td><strong>92</strong></td>
<td><strong>85</strong></td>
</tr>
</tbody>
</table>

Looking at the summarized table 1, one is left with the impression that the farmers were really in favour of adoption of information and communication technology in their farms. This is not without some problems as indicated by the percentages of disagreement on some of the items in the table. For example not all the farmers agreed that they use ICT to monitor growth of their animals or plants. It could also be observed that not all the farmers agreed that the use of information and communication technology has boosted their yield. On the issue that the farmers still used their traditional farming system irrespective of ICT, the farmers were divided. While 65% agreed, 10% of them did not agree.
A sample of 10 farmers who claimed to be conversant with the internet was drawn. The pearson product moment correlation coefficient was used to determine the degree of relationship between the use of internet and delivery of agricultural products. This was found to be 0.92, indicating a high degree of relationship.

**FINDINGS**

Sequel to the hypotheses formulated and tested, farmers were understood to be satisfied with the application of information and communication technology in their farms. These findings are in line with the following opinions expressed by customers in table 1.

1. Farmers have used it to improve their yields.
2. Information and communication technology has exposed farmers to international markets.
3. Farmers have been denied access to information and communication technology because of lack of power supply.
4. That agricultural sector has more potential to grow if information and communication technology is employed.

**DISCUSSIONS OF FINDINGS**

The observations from the data collected for this study revealed some significant factors in the perceptions of farmers in the adoption of information technology in their farms. Information and communication technology has evolved as an indispensable tool in farms. It requires that farmers adapt to the new systems of farming.

Findings from the study revealed that a high degree of relationship exists between adoption of the internet and delivery of agricultural products. This is in line with the views of Hassan et al (2010) wherein a majority of farmers in Malaysia were found to have vested interest in the internet. The views of Okwu et al (2007) Akinola (2007) and Sadaqath (2007) are not in consonance with the above finding, as they firmly maintain that radio is the most effective source of agriculture information for farmers.

**CONCLUSION**

Information technology is changing the agricultural sector from traditional farming to digitized and networked farming activities. It is now fundamentally changing the delivery systems used by farmers to interact with their customers. Farmers with the ability to invest and integrate information technology will become dominant in farmers retention of businesses. Farmers are convinced that investing in IT is imperative.

The increasingly declining costs in telecommunications and information technology are opening up new possibilities for farmers in the developing countries to leapfrog the stages of technological development and thus making farming businesses to shift away from traditional centre to ICT. This generates better farming activities, growth opportunities, attracts new customers and expands market shares. Thus, ICT, if properly managed by the government authorities, can facilitate the process of laying the foundation of a sound and resilient agricultural sector. An overt fact that necessitated the adoption of information and communication technology is that farm businesses have become globalized, and fund transfers are now done through the electronic fund transfer via online computer system. Coupled with the above is the globalization of online commercial activities by most international firms as well as individuals who require the services of farmers. In spite of the seeming problems, the use of information and communication technology has actually contributed to the acceleration of farming.

**RECOMMENDATIONS**

1. Internet facilities should be made available to farmers by the government. This brings them closer to the sophisticated agricultural methods applied by their counterparts in developed countries.
2. The provision of internet facilities needs to be backed up with adequate training.
3. Farmers need to put in place appropriate machinery to integrate ICT fully in their farms to increase and improve productivity.
REFERENCES


Chikezie Austin, (2015). Commissioner for Agriculture and Natural Resources; Pointer Newspaper, July 19, p.20


APPENDIX I

Computation of correlation coefficient, $r$.

<table>
<thead>
<tr>
<th>$X$</th>
<th>$Y$</th>
<th>$XY$</th>
<th>$X^2$</th>
<th>$Y^2$</th>
</tr>
</thead>
<tbody>
<tr>
<td>17</td>
<td>18</td>
<td>306</td>
<td>289</td>
<td>324</td>
</tr>
<tr>
<td>18</td>
<td>19</td>
<td>342</td>
<td>324</td>
<td>361</td>
</tr>
<tr>
<td>20</td>
<td>21</td>
<td>420</td>
<td>400</td>
<td>441</td>
</tr>
<tr>
<td>17</td>
<td>18</td>
<td>306</td>
<td>289</td>
<td>324</td>
</tr>
<tr>
<td>19</td>
<td>17</td>
<td>361</td>
<td>361</td>
<td>361</td>
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<td>19</td>
<td>19</td>
<td>361</td>
<td>361</td>
<td>361</td>
</tr>
<tr>
<td>20</td>
<td>18</td>
<td>368</td>
<td>400</td>
<td>441</td>
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<tr>
<td>20</td>
<td>22</td>
<td>440</td>
<td>400</td>
<td>484</td>
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<td>16</td>
<td>17</td>
<td>289</td>
<td>289</td>
<td>289</td>
</tr>
<tr>
<td>20</td>
<td>18</td>
<td>368</td>
<td>400</td>
<td>441</td>
</tr>
<tr>
<td>180</td>
<td>190</td>
<td>3444</td>
<td>3264</td>
<td>3638</td>
</tr>
</tbody>
</table>

$$r = \frac{10(3444)-34206}{\sqrt{(32640-32400)(36380-36100)}} = \frac{1040}{240} = 0.92$$

To test for the significance of $r$, we convert to $t$-statistic as follows:

$$t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}} = \frac{0.92\sqrt{10}}{\sqrt{1-0.92^2}} = \frac{6.67}{0.39} = 6.67$$

Since the computed value of $t$ (6.67) is greater than the critical value (1.86), we reject $H_0$ and accept $H_1$, and conclude that there is correlation among the variables.

APPENDIX II

Computation of Correlation Coefficient $r$

<table>
<thead>
<tr>
<th>$X$</th>
<th>$Y$</th>
<th>$XY$</th>
<th>$X^2$</th>
<th>$Y^2$</th>
</tr>
</thead>
<tbody>
<tr>
<td>5</td>
<td>146</td>
<td>730</td>
<td>25</td>
<td>21316</td>
</tr>
<tr>
<td>4</td>
<td>139</td>
<td>556</td>
<td>16</td>
<td>19321</td>
</tr>
<tr>
<td>3</td>
<td>88</td>
<td>264</td>
<td>9</td>
<td>7744</td>
</tr>
<tr>
<td>2</td>
<td>92</td>
<td>184</td>
<td>4</td>
<td>8464</td>
</tr>
<tr>
<td>1</td>
<td>85</td>
<td>85</td>
<td>1</td>
<td>7225</td>
</tr>
<tr>
<td>15</td>
<td>550</td>
<td>1819</td>
<td>55</td>
<td>64070</td>
</tr>
</tbody>
</table>
\[ n \in X' \in x \in Y' \]
\[ n \in x^2 - (\bar{X})^2)(n \in Y^2 - (\bar{Y})^2) \]
\[ \frac{5(1819) - (15x550)}{\sqrt{(55x55) - (225))(5x64070) - (550)^2}} \]
\[ \frac{845}{\sqrt{50x17850}} \]
\[ = \frac{845}{\sqrt{892500}} \]
\[ = \frac{845}{945} = 0.89 \]
\[ r = 0.89 \]

Converting to \( t \), we have
\[ t = \frac{r\sqrt{n-2}}{\sqrt{1-r^2}} \]
\[ = \frac{0.89\sqrt{5-2}}{\sqrt{1-0.79}} \]
\[ = \frac{0.89 \times 1.73}{\sqrt{0.21}} \]
\[ = \frac{0.89 \times 1.73}{1.54} \]
\[ = 0.46 \]
\[ t = 3.35 \]

The computed value of \( t \) (3.35) is greater than its critical value, 2.35. We reject \( H_0 \) and accept \( H_1 \).

**Conclusion**
A high degree of relationship exists between effective use of the media and agricultural yield.
THE EVALUATION OF THE ROLE OF CAPITAL MARKET IN THE FINANCING OF BUSINESS ENTERPRISES IN NIGERIA

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Abstract
This research project is focused on the Evaluation of the Role of the capital market in the financing of Business Enterprises in Nigeria. To carry out the study, the researcher used observations, interviews and questionnaires. He sourced data from primary and secondary sources. The study population was limited to eighty (80) individuals and out of this eighty individuals, sixty-seven was selected as a sample size which supplied information to the researcher that was used to do some analyses and test the hypothesis formulated. Based on the analysis of findings and test of hypothesis the following major findings were made: The private sector of the economy is more dependent on the operations of the capital market than the public sector of the economy. The economic growth and development of Nigeria are largely dependent on the Nigerian capital market. The capital market is the major source of finance to business corporations.

INTRODUCTION
The financial sector of the economy is to serve as the driver and catalyst to achieving the vision 2020 and to help attain full diversification of the economy. The idea is to strengthen the domestic financial market by developing competence and skills for financial service industry, create a vibrant capital market and help more Nigerians make money through the market. The financial market is the medium through which funds are mobilized and channeled efficiently from savers to users of funds. It functions through the interplay of individuals, institutions and instrument. It performs the important function of providing the needed finance for the provision of essential goods and services to bring about economic growth and development. It consists of the major segments such as the money market and the capital market. The money market provides finance on short-term basis to individuals, business enterprises, government and their agencies, while the capital market, on the other hand, provides finance to corporate bodies, governments and their agencies on medium to long-term basis.

Financial market is defined by Ndugbu (2001) as market for all negotiable financial instruments including the market for short-term securities (i.e. money market). And that for long-term debts and equities (capital market). The financial markets are markets for the primary issue and purchase of financial assets and for the secondary retarding of the assets, although not all financial assets have secondary market. The process of saving and investment is very important in economic deployment. A significant flow of saving must be generated and transferred into productive investment if a bare subsistence standard of living is to be accomplished in the highly populated societies such as Nigeria. As a general proposition, the greater the proposition of current output saved and invested the more rapid is the rate of economic growth. In a society such as Nigeria, millions of individual households and thousands of firm engage in saving. Decision to purchase capital goods, on the other hand, are made by a much smaller group of firms and individuals. In order for these investment intentions to be realized the savings of the masses must be transferred to those units seeking to engage in real economic investment spending. It is the function of financial institutions and markets to provide a mechanism for transferring funds from savers to investors in real capital equipment. In a broader sense, these financial institutions markets assist in finding money from surplus units to deficit-spending units (borrowers). The deficit-spenders in the society are those units whose annual revenues are insufficient to cover expenditures. These deficit spenders include certain households, state and local governments in some periods, the federal government in most pence: and large number of business firms. The savers or surplus units are those who use their surplus savings to invest in financial assets of deficit spending units. They include millions of individual households, some firms and on occasion the government. The savings generated by the surplus units being made available to the deficit spending units via two avenues
Financial markets are classified into the following according to Ndugbu (2001:104).

DEBT AND EQUITY MARKETS: A debt instrument involves a contractual agreement by the borrowing unit to pay stipulated amount of money at some specified future date. Included in many arrangements is an agreement to pay a specified annual interest payment in addition to the principal sum borrowed. Examples of debt instruments include all forms of government securities (Treasury bills-notes and bonds), corporate bonds (debentures), mortgages and several short-term money market instruments. On the other hand, equities refer to rights to share the net income of the issuer of the instrument. The main equity instruments are common and preferred shares. From the point of view of investors, debt-instruments tend to be safer since they involve a contractual claim upon the issuer. In the event of financial urgency, owners of corporate debt-instruments have a prior claim over shareholders on the income and assets of corporation. On the other hand, equity holders stand to benefit from growth of firms since they possess ownership claims.

PRIMARY AND SECONDARY MARKETS: Companies, government and international organizations issue securities, and these securities are sold to investors and the money raised is received by the issuer. This is referred to as "primary market". In other words, a market refers to the market for new issues. The first-time buyer of the security may wish to sell the security at some point in the future. This first time buyer sells to another investor. This is known as a sale in the "secondary market". The cash that is exchanged does not go to the company, government or other body that issued the security. Thus, secondary market is a market in which previously issued; second hand securities are exchanged.

MONEY AND CAPITAL MARKETS: The money market is one on which short-term debt instruments having maturities of less than one year are traded in massive quantities. The instruments of the money market, many of which are issued by the government and banks are characterized by their highly liquid nature and relatively low default risk. Details of capital market are in the next chapter.

ORGANIZED AND OVER-THE-COUNTER MARKETS: Once issued a security may be traded in the secondary market either on the floor of an organized exchange or over the counter, a term which refers to an informal system of internet, E-mail or telephone contacts among brokers and dealers. The Nigerian Stock Exchange and numerous other organized exchanges provide a meeting place and commission facilities in which brokers and dealers who are members of the exchange, may conduct transactions. In an organized market, agents meet face to face to transact their businesses. On the contrary, "over-the-counter" exchange is not a market in which agents meet face to face. Instead, it is a communications arrangement in which brokers and dealers located throughout the economy maintain contact with one another to make markets in securities.

Functions of the financial markets include the following as summarized by Ojiegbe (2006:67).
- They facilitate the distribution of new issues of financial securities
- They facilitate the transfer of ownership of outstanding financial instrument between economic units within the same sector or between different economic sectors.
- They introduce liquidity with the financial system because of the marketability of the financial instruments.
- They bring savers and borrowers together, hence enabling funds to be transferred from lenders to borrowers for optimal investment for optimum returns.
- By improving market efficiency and stimulating the flow of saving and investment, the existence of financial intermediaries produces a favorable effect on economic growth.
- The markets provide information on the activities of participants in various parts of the markets, thus providing a necessary input for policy formulation and implementation by both the public and private, sectors of the economy.

BRIEF HISTORY OF NIGERIAN STOCK EXCHANGE
The Nigerian Stock Exchange evolved from the Lagos Stock Exchange which was incorporated as a limited liability company under section 21 of the company ordinance of 1960 as nonprofit making organization limited by guarantee and formed to promote commerce in Nigeria. Nineteen securities were listed at the exchange when it began operation in 1961. Today, there are 262 securities listed on the exchange, made up of Eleven (11) Government stocks, Forty - nine (49) industrial loan (preference/debenture) stocks are one hundred and ninety four (194) Equity/ordinary shares of companies, all with a total market capitalization of approximately N287.0 billion as at August 31 1999.
In a bid to reach out to the grass roots and bring the services of the stock exchange and those of the capital market nearer to the investing public, the Nigerian Stock Exchange as at 1990 increased the number of its trading floors (branches) to six. The branches are located at Lagos (1961), Kaduna (1978), Port-Harcourt (1980), Kano (1989), Onitsha (1990) and Ibadan (1990). Between 1990-2009, the number of branches has risen to fourteen (14), that is there are additional eight (8) established which are located at Abuja, October 1999, Benin, Yola, April 2002, Uyo, Bauchi, Ilorin, Abeokuta and Owerri; February 2009. Lagos is the Head-office of the exchange.

Also in line with government recognition of the crucial role of small and medium scale enterprises in the overall industrial development of the country, the NSE introduced the Second-tier Securities Market (SSM) for the quotation of small and medium scale enterprises that are unable to meet up with the strict requirements of the first-tier securities market. The Nigerian Stock Exchange operated as the only stock exchange in the country until 1998 when the Abuja Stock Exchange was approved for its establishment by the federal government of Nigeria. It was act as an independent stock exchange recommended by the Odife committee report of 1997.

The Nigerian Stock Exchange has now upgraded stock market by way of automation of the stock market process. It has established a Central Securities Clearing System Limited (CSCS) which was incorporated on July 29, 1992 as a subsidiary of the Nigerian Stock Exchange. It was registered as a self Regulatory Organization (SRO) and also recognized by the decree as a depository. It was commissioned on April 8, 1997 and commenced operations on April 14, 1997.

The Nigerian Stock Exchange also has introduced the Automated Trading System (ATS) which replaced the call over Trading System on April 1999 with bids and offers now matched by stockbrokers on the trading floors of the stock exchange through a "network of computers."

In November, 1996, the exchanges launched internet system APNET) as one of the infrastructural support formatting the challenges of internationalization and achieving an enhanced service Delivery

PROBLEM

The Nigerian capital market is affected by the infrastructure inadequacies in the Nigerian economy and even on the market. These include inadequate energy generation for constant power supply. Inadequate postal and telegraphic services which often create elements of distrust between investors on one side and registrars and brokers on another, especially where share certificates are undelivered or not even received and late receipts of proceeds emanating from sold shares. This inadequate infrastructural development or ineffectiveness in the economy also insulates rural people from the market.

There is considerable ignorance on the part of most Nigerian businesses and the investing public about the goings on the cap "3 markets. The capital market has not yet succeeded in the generation of sufficient securities from private enterprises and institutions within the Nigerian economy. This leads to the "buy and hold" attitude of Nigerian investors and this actually gave rise to the establishment of the second-tier securities market of the stock exchange. It is believed that the inability of small and medium scale companies to get listed on the Nigerian Stock Exchange was due to the listing requirements of the first-tier securities market, hence the listing requirements of the first-tier market was relaxed for the second-tier market. There is inadequate banking and other saving facilities and these reduce the amount of available investment funds with the intermediaries. Most Nigerians especially the rural dwellers lack banking orientation and as a result, they prefer to save their money at home rather than saving it in the banks or other financial intermediaries.

STRUCTURE OF NIGERIAN CAPITAL MARKET

The capital market is made up of the primary market and the secondary market; as also stipulated by Ojiegbe (2006:95).

The Primary Market: This is also known as "new issues marker. It is a market in which new securities are issued. In this type of capital market, governments and corporations (quoted companies) can issue new securities to raise money for growth, expansion or modernization. The proceeds raised from the sale of shares in this market go to the issuing company. The Secondary Market: This is also known as existing securities market. This is a market where already existing securities are exchanged i.e. bought and sold. It constitutes the stock exchange for it is the mechanism, which givers liquidity to the securities listed on the exchange. The proceeds raised from the sale of securities in the market goes to the holder of the securities and not the issuer. Investors can either convert their securities to cash or increase their holdings of such securities by buying more securities on it.
secondary markets it easier for buyers and sellers of securities to find each other; hence it lowers the transportation cost of buying or selling securities.

In the absence of a secondary market for a stock, you would have to personally locate someone willing to purchase the stock from you. Not only could this take a considerable time, you would be unlikely to locate a buyer willing to pay the highest price for your stock. Moreover, if you thought that it would be difficult to sell a financial asset such as Nigerian Brewery Shares, you would be less likely to buy it in the first place. Doing so would tie-up your money in an illiquid asset that you could not easily convert into cash. A secondary market allows for trades between buyers and sellers of existing shares which enhances the liquidity of corporate stocks. Thus induces investors to own stock and make it easier for firms to acquire funds in the primary market.

INSTRUMENTS OF THE CAPITAL MARKET

Instruments traded in the capital market are equities and instruments which consist of corporate bonds (debentures), state local government bonds, federal government notes and bonds and mortgages, Ndugbu (2001).

Common Stock (i.e. Equities): Common Stocks are ownership claims on real capital assets of a firm, unlike debt-instruments, common stocks (shares) have no maturity date. Ownership of shares confers on the holder some rights to receive details of meeting and to attend and vote at such meeting. In effect, shareholders are entitled to any surplus of income in the firm after the prior rights of debtors have been met they are perpetually outstanding as long as the corporation is in business. The existence of secondary market is imperative because it provides liquidity and enhances the marketability of new issues of stocks, thus reducing the real costs to the business firms by expanding the scope for obtaining funds. When stock prices are depressed, firms shy away from issuing new stock. When the value of equities is rising, it is easier to raise new funds through stock issues. In Nigeria, the Companies and Allied Matters Act (CAMA) 1990 allows companies to issue redeemable preference shares provided they are permitted by their memorandum and articles of trade.

Corporation Bonds (Debentures): This instrument is a debt claim against the assets of a corporation. This claim may or may not be secured by mortgages and other assets of the corporation. Unsecured corporate bonds are known as debentures and are generally issued by firms of high credit ratings. Corporation bonds generally have maturities of 10 - 30 years and are traded over-the-counter in a market which is "thin" compared to the major stock exchange markets and the government securities market. Unlike the stockholders, bondholders are entitled to interest payment and repayment of the principal amount due at the maturity. Some bonds are convertible into common stocks, a feature which "sweetens" the bond for potential Buyers and therefore allows the corporation to borrow at lower interest expense. The coupon rates carried by debt-instruments are either fixed or floating rates.

Municipal Bonds: States and local governments much finance capital investment projects such as schools, bridges, sewage plants, airports, electricity, roads etc. through issuance of municipal bonds and are sold to the commercial banks, property and casualty insurance firms and high income individuals. The market in municipal bonds is thin because of the limited number of participants in the market. Also the number of dealers handling a given issue is quite limited and some of these dealers hold small inventories.

Federal Government Treasury Notes and Bonds: The name given to treasury instruments of the capital market differs from country to country. For instance, the U.S federal government capital market instruments are called treasury notes and treasury bonds. Treasury notes are generally of one to ten years maturity when issued treasury bonds may have original maturity dates from 10-40 years. These instruments are originally offered through three methods namely: auction, exchange and subscription. However, the use of this term differs in Nigeria, treasury stocks purely refer to the federal government long - term securities, bonds to state and local government issues, while debentures and industrial loan stocks are corporate securities. All these three types of securities are quite similar in character with other interest bearing securities. The federal government securities are long-term loans issued by the federal government with maturity ranging between 6-25 years. They are usually backed by government's tax power or pledge of other tangible assets or revenues. As at the end of 1991, the federal government had raised N10 billion through the creation of a number of development stocks.

Mortgages: A mortgage is a long-term loan secured by a lien on the real property being financed. Interest rates traditionally have cee* fixed over the life of the mortgage and repayment is made through amortization process. This means that part of each regular payment goes to interest and part contributes to the payment of the principal. At maturity of the mortgage, the debt has been extinguished and the property is owned free and clear.
Debt Securitization/Debt Equity Conversion: The federal government of Nigeria introduced the debt conversion programme in 1988 to reduce its external debt obligations whereby interested investors can buy Nigeria's offshore debts for conversion into naira for equity investment in qualifying projects. The debt securitization programme, the privatization and commercialization of some public enterprises and the liberalization of the capital market since Structural Adjustment Programme (SAP) in 1986 have jointly increases the volume and level of activity in the Nigeria capital market (Chigbu 2000:15).

GOVERNMENT REGULATION OF THE CAPITAL MARKET: Because the capital markets are so huge and involve so many people, opportunities abound of the un-scrupulous businessmen to engage in unfair and fraudulent activities. To prevent this, there is extensive federal regulation of the securities business in Nigeria.

THE SECURITIES AND EXCHANGE COMMISSION (SEC)
The commission was established through the Securities and Exchange Commission decree No. 17 of 1979 and later repealed by SEC decree of 1988. The Securities and Exchange Commission was established in 1979 here in Nigeria to protect the public against malpractices in the securities markets. To do so, it requires registration and licensing of dealers and brokers, registration of specific issues, public disclosure of pertinent facts about new stock issues and it engages in civil and criminal prosecution for fraudulent acts. Ogbaegbe K.N. (2007:26).

In other words, Securities and Exchange Commission is responsible for registering all eligible securities offered in the Nigerian capital markets as well as stock exchanges, issuing houses and stock brokers. It also maintains surveillance on the securities market to ensure strict compliance and professionalism with requirements of just equitable dealings.

FUNCTIONS OF THE NIGERIAN SECURITIES AND EXCHANGE COMMISSION
The functions of the commission have been summarizes Adekanye (1983) and Chigbu (2000) as follows:

a. Protecting the integrity of the securities market against any abuses arising from the practice of inside dealing.
b. Acting as the regulatory apex organization for the Abuja Stock Exchange and the Lagos stock exchange and their branches to which it would be at liberty to delegate powers.
c. Creating an enabling environment from the orderly growth and development of the Nigerian capital market.
d. Maintaining surveillance over the securities market to ensure orderly, fair and equitable dealings in securities.
e. Registering Stock Exchanges or branches, registrars, investment advisers, securities dealers and their agent and also controlling and supervising their activities with a view to maintaining proper standard of conduct professionalism in the securities business.

NIGERIA PRIMARY CAPITAL MARKET (REVISING)
The institutions that dominate the primary market are the investment banking house/stock broking firms, the Nigerian

ADVANTAGES OF A STOCK EXCHANGE
There are more stock markets in developing countries and in the newly industrialized countries than in the older developed economics. With political opinions moving away from a belief in planning as a means of achieving economic growth to a belief in the advantages of the market place, stock markets were a natural development. The benefits of having stock exchange in a country can be looked at from four points of view. First, in respect to the economy there are benefits to the society in general. Then, there is the point of view of those directly involved with the exchange of securities, namely the financial intermediaries. Finally, there are those who wish to invest funds through the market and those who wish to obtain funds from the market.

THE GAINS TO THE ECONOMY

- An improved utilization of existing domestic savings and encourages new savings.
- Channeling these savings to where they can hopefully and be most efficiently used.
- Attracting foreign savings, namely, portfolio investment.
- Assisting in the privatization process.
- Providing a market for corporate control that is, an opportunity for inefficient firms to be taken over and run by more efficient managers.
DATA PRESENTATION AND ANALYSIS BASED ON RESPONDENTS CLASSIFICATION

Table 1: Analysis of the number of respondents by working experience.

<table>
<thead>
<tr>
<th>Working Experience</th>
<th>Number</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>1-2yrs</td>
<td>10</td>
<td>15%</td>
</tr>
<tr>
<td>3-4yrs</td>
<td>12</td>
<td>18%</td>
</tr>
<tr>
<td>5-6yrs</td>
<td>20</td>
<td>30%</td>
</tr>
<tr>
<td>7yrs and above</td>
<td>25</td>
<td>37%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>67</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

The above table shows that 15% of the respondents fall within the range of 1-2yrs working experience, 18% fall within 3-4yrs, 30% fall within 5-6yrs and finally 37% fall within 7yrs and above.

ANALYSIS OF DATA BASED ON RESEARCH QUESTIONS

Question 1: The Nigerian capital market finances business enterprises by enabling them to sell their stocks, bonds and shares in the market.

Table 2: Analysis of Response to Question 1.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>30</td>
<td>44.78%</td>
</tr>
<tr>
<td>Agreed</td>
<td>20</td>
<td>29.85%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>10</td>
<td>14.93%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>7</td>
<td>10.45%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>67</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

The above table depicts that 44.78% of the respondents strongly agreed that the Nigerian capital market finance business enterprises by enabling them to sell their stocks, bonds and shares, 29.85% of them agreed, while 14.93% and 10.45% of them fairly agreed and disagreed respectively.

Question 2: The Nigerian capital market seems to be the major source of finance to corporate organizations.

Table 3: Analysis of Response to Question 2.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>37</td>
<td>55.22%</td>
</tr>
<tr>
<td>Agreed</td>
<td>17</td>
<td>25.37%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>13</td>
<td>19.40%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>67</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>
The above table suggests that 55.22% of the respondents strongly agreed, that Nigerian capital market seems to be the major source of finance to corporate organizations. 25% agreed, 0% fairly agreed and 19.40% disagreed.

**Question 3:** The existence of capital improves the living standards of the investing public

**Table 4:** Analysis of Response to Question 3.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>35</td>
<td>52.24%</td>
</tr>
<tr>
<td>Agreed</td>
<td>15</td>
<td>22.39%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>17</td>
<td>25.37%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>

Table 8 above shows that there is 52.24% of the respondents that strongly agreed to questions 8, 22.39% agreed and 25.37% disagreed.

**Question 4:** Economic growth and development of Nigeria is largely dependent on the Nigerian capital market.

**Table 5:** Analysis of Response to Question 4.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>35</td>
<td>52.24%</td>
</tr>
<tr>
<td>Agreed</td>
<td>14</td>
<td>20.90%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>14</td>
<td>20.90%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>4</td>
<td>5.97%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>

The above table depicts that 52.24% of the respondents strongly agreed that the economic growth and development of Nigeria are largely dependent on the Nigerian capital market, 20.90% agreed and fairly agreed, 5.97% disagreed.

**Question 5:** The operations of the capital market are controlled and regulated by CBN, Nigerian Stock Exchange and the Securities and Exchange Commission.

**Table 6:** Analysis of Response to Question 5.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>40</td>
<td>59.70%</td>
</tr>
<tr>
<td>Agreed</td>
<td>20</td>
<td>29.85%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>4</td>
<td>5.97%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>3</td>
<td>4.48%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>
The above table shows that 59.70% of the respondents strongly agreed that the capital market are being controlled and regulated by CBN, Nigerian Stock Exchange and the securities and Exchange Commission 29.85% of them agreed, which 5.97% and 4.48% of them fairly agreed and disagreed respectively.

Question 6: The Nigerian Capital Market has grown tremendously over the years.

Table 7: Analysis of Response to Question 6.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>20</td>
<td>29.85%</td>
</tr>
<tr>
<td>Agreed</td>
<td>25</td>
<td>37.31%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>10</td>
<td>14.93%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>12</td>
<td>17.91%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>

The table 11 above depicts that 29.85% of the respondents strongly agreed that the Nigerian capital market has grown tremendously over the years, 37.31% of them agreed, while 14.93% and 17.91% of them agreed fairly and disagreed respectively.

Question 7: The private sector of the economy is more dependent on the operations of the capital market than the public section of the economy.

Table 8: Analysis of Response to Question 7.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>40</td>
<td>59.70%</td>
</tr>
<tr>
<td>Agreed</td>
<td>12</td>
<td>17.91%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>8</td>
<td>11.94%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>4</td>
<td>10.45%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>

Table 12 above suggests that 59.70% of the respondents strongly agreed to question 7, 17.91% of them agreed, while 11.94% and 10.45% fairly agreed and disagreed respectively.

Question 8: The Nigerian capital market provides a room where quoted companies and the government sell their newly issued shares and bonds to the public.

Table 9: Analysis of Response to Question 8.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>40</td>
<td>59.70%</td>
</tr>
<tr>
<td>Agreed</td>
<td>17</td>
<td>25.37%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>-</td>
<td>0%</td>
</tr>
</tbody>
</table>
Disagreed & 10 & 14.93%
Total & 67 & 100%

From the above computation, 59.7% of the respondents strongly agreed that the capital market provides a room where quoted companies and the government sell their newly issued shares and bonds to the public, 25.37% of them agreed while 0% and 14.93% agreed fairly and disagreed respectively.

Question 9: The capital market promotes rapid capital formation. Table 14: Analysis of Response to Question 9.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>30</td>
<td>44.78%</td>
</tr>
<tr>
<td>Agreed</td>
<td>25</td>
<td>37.31%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>12</td>
<td>17.91%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>-</td>
<td>0%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>

44.78% of the respondents strongly agreed that the capital market promotes rapid capital formation, 37.31% of them agreed and 17.91% agreed fairly.

Question 10: The capital market provides sufficient liquidity for investors or group of investors.
Table 10: Analysis of Response to Question 10.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>27</td>
<td>40.30%</td>
</tr>
<tr>
<td>Agreed</td>
<td>15</td>
<td>22.39%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>12</td>
<td>17.91%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>13</td>
<td>19.40%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>

The table above indicates that 40.30% of the respondents strongly agreed that capital market provides sufficient liquidity for investors, 22.39% agreed, while 17.91% and 19.40% agreed fairly and disagreed respectively.

Question 16: Capital market helps companies and government to raise money to finance their matured debts obligations.
Table 11: Analysis of Response to Question 11.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>25</td>
<td>37.31%</td>
</tr>
<tr>
<td>Agreed</td>
<td>18</td>
<td>26.87%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>12</td>
<td>17.91%</td>
</tr>
</tbody>
</table>
The above computation indicates that 37.31% of the respondents strongly agreed, 26.87% agreed and 17.91% agreed fairly and disagreed.

**Question 12:** The existence of the capital market has now enabled the individuals, corporate bodies and government to become part owners of a particular business.

**Table 12:** Analysis of Response to Question 12.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>27</td>
<td>40.30%</td>
</tr>
<tr>
<td>Agreed</td>
<td>21</td>
<td>31.34%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>7</td>
<td>10.45%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>12</td>
<td>17.91%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>

The above shows that the majority of the respondents strongly believed or agreed to question 12 at 40.30%, followed by 31.34%, 17.45% and 17.91% respectively.

**Question 13:** Capital market is another alternative source of funds to government other than taxation.

**Table 13:** Analysis of Response to Question 13.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>30</td>
<td>44.78%</td>
</tr>
<tr>
<td>Agreed</td>
<td>21</td>
<td>31.34%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>16</td>
<td>23.88%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>-</td>
<td>0%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>

The above table shows that 44.78% of the respondents strongly agreed to question 13, while 31.34% of them agreed, 23.88% fairly agreed and 0% disagreed.

**Question 14:** The capital market helps the small and medium scale industries to raise funds for operations through the established second tier securities market.

**Table 14:** Analysis of Response to Question 14.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>27</td>
<td>40.30%</td>
</tr>
<tr>
<td>Agreed</td>
<td>19</td>
<td>28.36%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>15</td>
<td>22.39%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>6</td>
<td>8.96%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>

The above indicates that the number of respondents that strongly agreed to question 14 was 40.30%, while 28.36%, 22.39% and 8.96% agreed, fairly agreed and disagreed respectively.
Question 15: Capital market is one of the surest ways to obtain cheap fund.

Table 15: Analysis of Response to Question 15.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>37</td>
<td>55.22%</td>
</tr>
<tr>
<td>Agreed</td>
<td>13</td>
<td>19.40%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>17</td>
<td>25.37%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>

The table above shows that 55.22% of respondents strongly agreed to question 15, 19.40% agreed and 25.37% disagreed and 0% agreed fairly.

Question 16: Since the emergence of active capital market there has been less incidence of business collapse.

Table 16: Analysis of Response to Question 16.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>29</td>
<td>43.28%</td>
</tr>
<tr>
<td>Agreed</td>
<td>19</td>
<td>28.36%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>9</td>
<td>13.43%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>10</td>
<td>14.93%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>

The table above indicates that 43.28% of the respondents strongly agreed that there has been less incidence of business collapse since the emergence of active capital market, 28.36% agreed, while 13.43% and 14.93% fairly agreed and disagreed respectively.

Question 17: The existence of capital market enables the government and quoted companies to attract foreign capital.

Table 21: Analysis of Response to Question 17.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>32</td>
<td>47.76%</td>
</tr>
<tr>
<td>Agreed</td>
<td>0</td>
<td>0%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>20</td>
<td>29.85%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>15</td>
<td>22.39%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>

The above table shows that percentage of respondents that strongly agreed to question 17 was 47.76%, 0% agreed while 29.85% and 22.39% agreed fairly and disagreed respectively.

Question 18: The existence of capital market has inculcated in the life of individuals, companies and governments the spirit of investment consciousness.
Table 17: Analysis of Response to Question 19.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>40</td>
<td>59.70%</td>
</tr>
<tr>
<td>Agreed</td>
<td>13</td>
<td>19.40%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>7</td>
<td>10.45%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>7</td>
<td>10.45%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>

The above depicts that 59.70% of the respondents strongly agreed to question 19, 19.40% agreed, while 10.45% of them fairly agreed and disagreed equally.

Question 20: Capital market serves as a channel for the implementation of indigenization policy.

Table 18: Analysis of Response to Question 20.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentages</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agreed</td>
<td>20</td>
<td>29.85%</td>
</tr>
<tr>
<td>Agreed</td>
<td>19</td>
<td>28.36%</td>
</tr>
<tr>
<td>Fairly agreed</td>
<td>18</td>
<td>26.87%</td>
</tr>
<tr>
<td>Disagreed</td>
<td>10</td>
<td>14.93%</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>100%</td>
</tr>
</tbody>
</table>

The above table shows that 29.85% of the respondents strongly agreed that capital market serves as a channel for facilitating the implementation of indigenization policy, 28.36% of them agreed, while 26.87% and 14.93% of them fairly agreed and disagreed respectively.

HYPOTHESIS TESTING

Question 2: The Nigerian capital market seems to be the major source of finance to corporate organizations.

**TEST OF HYPOTHESIS TO QUESTION 2**

<table>
<thead>
<tr>
<th></th>
<th>Strongly agreed</th>
<th>Agreed</th>
<th>Fairly agreed</th>
<th>Disagreed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investors</td>
<td>5</td>
<td>2</td>
<td>-</td>
<td>3</td>
</tr>
<tr>
<td>Stock brokers</td>
<td>7</td>
<td>4</td>
<td>-</td>
<td>2</td>
</tr>
<tr>
<td>Civil servants</td>
<td>4</td>
<td>1</td>
<td>-</td>
<td>3</td>
</tr>
<tr>
<td>Staff in stock market</td>
<td>8</td>
<td>4</td>
<td>-</td>
<td>2</td>
</tr>
<tr>
<td>Staff in quoted company</td>
<td>13</td>
<td>6</td>
<td>-</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>37</strong></td>
<td><strong>17</strong></td>
<td>-</td>
<td><strong>13</strong></td>
</tr>
</tbody>
</table>

**Σ X**
STATEMENT OF HYPOTHESES

$H_0$: Capital market is not the major source of finance to corporate organizations.

$H_1$: Capital market is the major source of finance to corporate organizations.

The test will be performed at 5% level of significance and the following variances have to be completed.

1. Total sum of squares (TSS) = $\sum X^2 - (\sum X)^2/n$

   $\sum X^2$ for strongly agreed: $25+49+16+64+169 = 323$

2. Treatment sum of squares (TRSS) = $n(\sum x_1^2 + \sum x_2^2 + \cdots + \sum x_n^2)$

3. Error sum of squares (ESS) = TSS - TRSS

   a. TSS = $431 - (67)^2 = 431 - 299.27 = 131.73$

   b. TRSS = $5(7.4^2 + 3.4^2 + 2.6^2) - 67^2$

   $\quad = (365.4 - 299.27) = 66.13$

   c. ESS = $(131.73 - 66.13) = 65.6$

ANOVA TABLE

<table>
<thead>
<tr>
<th>Sum of squares</th>
<th>DF</th>
<th>Mean squares</th>
<th>F-cal</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRSS</td>
<td>n-1=12</td>
<td>TRSS/n-1 =33.07</td>
<td>33.07/5.47=6.05</td>
</tr>
<tr>
<td>ESS</td>
<td>n-r=12</td>
<td>ESS/n-r=5.47</td>
<td></td>
</tr>
<tr>
<td>TSS</td>
<td>n-1=14.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

F-cal = 6.05
Decision rule: Reject $H_0$ if f-cal $> F$ table
Accept $H_0$ if f-cal $< F$ table

Conclusion: from the calculations above, we can see that f-cal is greater than f - table, hence we reject the null hypothesis, and accept the alternative hypothesis, which states that the capital market is the major source of financial to corporate organizations.

Question 3: The existence of capital market improves the living standards of the investing public.

TEST OF HYPOTHESIS TO QUESTION 2

<table>
<thead>
<tr>
<th>Strongly agreed</th>
<th>Agreed</th>
<th>Fairly agreed</th>
<th>Disagreed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investors</td>
<td>7</td>
<td>4</td>
<td>0</td>
</tr>
<tr>
<td>Stock brokers</td>
<td>10</td>
<td>5</td>
<td>0</td>
</tr>
<tr>
<td>Civil servants</td>
<td>5</td>
<td>3</td>
<td>0</td>
</tr>
<tr>
<td>Staff in stock market</td>
<td>8</td>
<td>2</td>
<td>0</td>
</tr>
<tr>
<td>Staff in quoted company</td>
<td>5</td>
<td>1</td>
<td>0</td>
</tr>
</tbody>
</table>

Total
STATEMENT OF HYPOTHESES

H₀: The existence of capital market has not improved the living standards of the investing public.

H₁: The existence of capital market has improved the living standards of the investing public.

The test is performed at 5% level of significance and by computing the following parameters.

1. Total sum of squares (TSS) = 385 - 67²
   = 385 - 299.27
   = 85.73

2. Treatment of sum of squares (TRSS) = 5 (7² + 3² + 3.4²) - 299.27 = (347.8 - 299.27)
   = 48.52

3. Error sum of squares (ESS) = 85.73 - 48.53 = 37.2

ANOVA TABLE

<table>
<thead>
<tr>
<th>Sum of squares</th>
<th>DF</th>
<th>Mean squares</th>
<th>F-cal</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRSS</td>
<td>2</td>
<td>48.53/2 = 24.27</td>
<td>24.27</td>
</tr>
<tr>
<td>ESS</td>
<td>12</td>
<td>37.2/12 = 3.1</td>
<td></td>
</tr>
<tr>
<td>TSS</td>
<td>14</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

F-cal = 7.83
F(0.05,2,12), = 3.89

Conclusion: Since the f-cal is greater than the f-table the null hypothesis is rejected and the alternative hypothesis is accepted, hence the existence of the capital market has improved the living standards of the investing public.

**Question 4:** Economic growth and development of Nigerian are largely dependent on the Nigerian capital market.

**TEST OF HYPOTHESIS TO QUESTION 4**

<table>
<thead>
<tr>
<th></th>
<th>Strongly agreed</th>
<th>Agreed</th>
<th>Fairly agreed</th>
<th>Disagreed</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investors</td>
<td>5</td>
<td>2</td>
<td>4</td>
<td>2</td>
</tr>
<tr>
<td>Stock brokers</td>
<td>6</td>
<td>3</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>Civil servants</td>
<td>7</td>
<td>4</td>
<td>5</td>
<td>2</td>
</tr>
<tr>
<td>Staff in stock market</td>
<td>8</td>
<td>5</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Staff in quoted company</td>
<td>9</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>∑X</strong></td>
<td>35</td>
<td>14</td>
<td>14</td>
<td>4</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td></td>
<td></td>
<td></td>
<td>67</td>
</tr>
</tbody>
</table>
STATEMENT OF HYPOTHESES

H₀: Economic growth and development of Nigeria are not to a large extent dependent on the Nigerian capital market.

H₁: Economic growth and development of Nigeria are to a large extent dependent on the Nigerian capital market.

The test is conducted at 5% level of significance and the following parameters are computed.

a. Total sum of square (TSS) = 383 - \( \frac{67^2}{14} \) = 383 - 320.64 = 62.36

b. Treatment sum of squares (TRSS) = 5(7)² + 4(3.5)² + 2(2)² - 320.64 = 367.43 - 320.64 = 46.79

c. Error sum of squares (ESS) = 62.36 - 46.79 = 15.57

ANOVA TABLE

<table>
<thead>
<tr>
<th>Sum of squares</th>
<th>DF</th>
<th>Mean squares</th>
<th>F-cal</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRSS</td>
<td>3</td>
<td>46.79/3 = 15.60</td>
<td>15.60</td>
</tr>
<tr>
<td>ESS</td>
<td>10</td>
<td>15.57/10 = 1.56</td>
<td>1.56</td>
</tr>
<tr>
<td>TSS</td>
<td>13</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

F₀.05, 3, 10, = 3.71

Conclusion: Since the F-cal is greater than the F-table, we reject the null hypothesis and accept the alternative hypothesis and conclude that the economic growth and development are to a large extent dependent on the Nigerian capital market.

Question 7: The private sector of the economy is more dependent on the operations of the capital market, than the public sector of the economy.

TEST OF HYPOTHESIS TO QUESTION 7

<table>
<thead>
<tr>
<th></th>
<th>Strongly agreed</th>
<th>Agreed</th>
<th>Fairly agreed</th>
<th>Disagreed</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Investors</td>
<td>10</td>
<td>3</td>
<td>4</td>
<td>4</td>
<td></td>
</tr>
<tr>
<td>Stock brokers</td>
<td>9</td>
<td>2</td>
<td>2</td>
<td>3</td>
<td></td>
</tr>
<tr>
<td>Civil servants</td>
<td>8</td>
<td>2</td>
<td>2</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Staff in stock market</td>
<td>7</td>
<td>5</td>
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<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Staff in quoted company</td>
<td>6</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
</tbody>
</table>
STATEMENT OF HYPOTHESIS

H₀: The private sector of the economy is not more dependent on the operations of the capital market than the public sector counterpart.

H₁: The private sector of the economy is more dependent on the operations of the capital market than the public sector counterpart.

The test is conducted at 5% level of significance and by computing the following:

a. Total sum of square (TSS) = \(421 - 67^2\) = 100.36

b. Treatment sum of squares (TRSS) = \(5 \cdot (8^2) + 4 \cdot (3^2) + 3 \cdot (2.67^2) - 320.64\) = 81.25

c. Error sum of squares (ESS) = 100.36 - 81.25 = 19.11

ANOVA TABLE

<table>
<thead>
<tr>
<th>Sum of squares</th>
<th>DF</th>
<th>Mean squares</th>
<th>F-cal</th>
</tr>
</thead>
<tbody>
<tr>
<td>TRSS</td>
<td>3</td>
<td>81.25/3 = 27.08</td>
<td>27.08</td>
</tr>
<tr>
<td>ESS</td>
<td>10</td>
<td>19.11/10 = 1.911</td>
<td>1.911</td>
</tr>
<tr>
<td>TSS</td>
<td>13</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

F-cal = 14.17 F-table = 3.71

DISCUSSION OF FINDINGS

Conclusion: Since the f-cal is greater than the f-table, the null hypothesis is rejected, hence the alternative hypothesis is accepted and we conclude that the private sector of the economy is more dependent on the operations of capital market than the public sector of the economy.

SUMMARY OF FINDINGS, CONCLUSIONS AND RECOMMENDATION

The researcher made the following findings.

1. The economic growth and development of Nigeria is largely dependent on the Nigerian capital market.
2. The operations of the capital market are controlled and regulated by the Central Bank of Nigeria, Nigeria Stock Exchange and the Securities and Exchange Commission.
3. The Nigeria Capital market has recorded impressive and tremendous growth over the years.
4. The private sector of the economy is more dependent on the operations of the capital market than the public sector of the economy.
5. The Nigerian capital market provides a room where quoted companies and the governments sell their newly and already issued shares and bonds to the public.
CONCLUSION
The following conclusions have been reached by the researcher.
1. Financial market involves markets for all negotiable financial instruments, both market for short-term securities (money market) and that of the long-term securities (capital market).
2. To raise funds through the capital market by issuing fresh or new securities is done in the primary market and the funds so raised goes directly to the company that issue the securities. Secondary market deals with already made or second-hand securities, and funds raised therein, goes to the investor or shareholder.
3. The process of saving and investment is very important in achieving economic growth and development, as well as achieving high standard of living.
4. The financial institutions and markets assists in funneling money from surplus spending units to the deficit spending units, to enable execute meaningful productive investments.
5. Shareholders on investors can easily convert their shareholdings or financial securities into cash when they think it necessary, this is plausible because of the introduction of Nigerian stock market as a segment of Nigerian capital market.
6. Offer for sale, offer for subscription, private placing issue by tender etc are the methods adopted by companies wishing to raise money through capital market.
7. The capital market's capacity to contribute to the development of the economy has been largely impaired by various inadequacies. The market over the years has been characterized by lack of depth with few securities, poor liquidity due to inefficiency, poor infrastructure for secondary market operations etc.

RECOMMENDATIONS
The following points are recommended by the researcher:
1. The general public should be enlightened on the importance and benefits inherent in dealing with banks and non bank financial institutions in terms of saving and investment.
2. The financial resources obtained through the capital market should be optimally utilized by channeling such funds to the productive areas which warranted such funds to be raised.
3. Individuals need to be taught and oriented about the benefits of investing in financial securities.
4. One of the key drives of capital market's growth is the pension fund industry, to enhance the growth of this industry, companies and the government should fund their unfunded pension liabilities.
5. The authorities including SEC board should be led by an executive chairman with a university degree qualification and at least 15 yrs relevant experience in capital market operations, finance and investment, law, economics, accounting, business administration and other related field.

REFERENCES


GENERATION AND MANAGEMENT OF REVENUE BY LOCAL GOVERNMENTS IN NIGERIA

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ACCOUNTANCY DEPARTMENT
MADONNA UNIVERSITY
OKIJA
ANAMBRA STATE
NIGERIA
Okoyegreg01@gmail.com

ABSTRACT
This paper is concerned with the, "Generation and Management of Revenue by Local Government in Nigeria" (A Study of Enugu North Local Government Council) has been carried out. In this study, data was generated and analysed. In the course of this study, the researcher made use of multiple data gathering to achieve precision and reliable results, whereby there are total of 800 employees in Enugu North Local Government; 250 were returned from a population of 266 sample size and the method of statistical analysis used in arriving at the sample size is called Yaro Yamani formular. The respondents were served with self administered questionnaires, personal interview was also conducted. Research questions 1, 2, 3, 4 and 5 were used and tested, from which the following findings were made. It was discovered that there were two principal sources of Revenue generation available to Local Government Council. These consist of grants from state and federal, internally generated from commercial activities rent from council property etc various problems were identifed as factors responsible for low revenue generation, (example tax evasion e.t.c.) based on the analysis the study then concludes and made some recommendations as follows; (1) That there should be proper internal control to checkmate the proper handling of revenue generated from tax. (2) Hiring of qualified staff for the entire revenue department.

INTRODUCTION
Local government as an offshoot of the indirect roles system established in 1900 was introduced with the aim of maintaining law and other provide some limited range of social services and public amenities and encouraged co-operation and participation of the inhabitants toward the improvement of their condition of living and provide the communities with a formal organization framework, which enables them condition their affairs effectively for the general good of the population.

The Realization of these hopeful objectives have been characterized by various problem ranging from lack of adequate revenue base, manpower shortage, tax/rate evasion, fraud. Malpractices of local government officers and poor response of the federal land state governments in carrying out their statutory obligations to the local government.

There can be question as to the importance of local government as to it's function, when we consider the range, the character and impact upon the daily life of its citizens and the effective of these functions carried out at the Local Government. This assertion was upheld by Alexis de Tocqyerile, the distinguished French social scientist who observed that Local Government Institutions are the strength of a nation.

The subject under consideration is to "Generate and manage revenues" vis-a-vis local government Frances. According to Professor Adebayo Adeleji (1992:147), local government has for a very long time constituted a great problem which Longman, practitioners, government functionaries, several authorities and experts through seminar and conferences have attempted to do so. He further opined that the success of failure and the effectiveness or ineffectiveness of local administration is dependent on the financial resources variable to the individual local government and the way these resources are utilized.

These statements sums the important role that financial resources and management play in the administration of local government apart from this, how this revenue is generated, how are they expended and administered. Enugu North local government derives its revenue from several sources. These include municipal under taking, fees, fines, property rates, trades and grants from the state and federal government. The local government with its various functions uses these revenue generation in carrying out its functions.
To further confirm issues, a study on council in urban town was carried out. Nonetheless, it is the intention of this paper to attempt and explain various problems confronting the Local Government Revenue generation drive, identify the causes of the problem and to proffer solution.

Thus, this paper argues first that the local government cannot perform effectively as a third tier of government in the present socio-economic structure of Nigeria without adequate revenue from the Federal and State Governments for financial support. Its ineffective machinery to tap the various Internal Revenue adequately and the lack of management and control of its resources.

The area now called Enugu North Local Government was originally, known as Premier Enugu Local Government Area, before 1976.

In 1991, the local government was divided into two which comprised of Enugu South and Enugu North local government areas respectively. Invariably Enugu North by virtue of its size and significance is being referred to as premier local government within the east of the Niger. The local government houses both the State and Federal Ministries as well as parastatals with a population of about 14,600 people within the local government, it has six departments which include works, finance, health, Agric, Admin, Social Welfare and Education departments with staff strength of about six hundred and thirty five, it also operate an extended services in personnel and town planning, in this area they work in conjunction with the state arm concerned.

During those reforms for the generation or creation of local government in 1975, they issued a blue print called guideline. For local government. The guidelines stipulated inter alie that local government should have a population of between 150,000 and 200,000 in order to meet government requirement viz:
a. To make appropriate service development activities responsive to local wishes and initiate development programme and delegating them to local representatives/bodies.
b. To facilitate the exercise of democratic self government close to the local levels of our society and to encourage initiatives and leadership potentials.
c. To mobilize human and materials resources through the involvement of members of public in the local departments.
d. To provide a two way channel communication between local communities and government (both state and federal).

Study Problem

It is a truism that the outright implementation of local government programme is dependent on the resources. The question remains on how long and how well, will local government perform considering the present nature of revenue generation.

The local government play a vital role in the press particularly in development countries like Nigeria and countries which are potentially more capable and importantly to bring about accelerated development including physical infrastructural facilities, then to those of the local government to ensure a firm base for development, we should go down to individual tax payers themselves. The reality of the assertion is rather unfortunate. In Nigeria, as most local government allocation that hardly come and unimpressive internal revenue base. It is however the intention of the researcher to highlight on the need for improvement of various sources of local government revenues and its administration therefore specifically, the writer seeks to answer the following questions;

1. What are the various source of local government revenue?
2. What are the problems militating against generation of revenues?
3. How adequate are the revenues generated vis-a-vis projected, estimated expenditure.
4. What are the possible ways of improving the source of revenue generation for local government?
5. How the revenue generated is administered and expended?
6. Of what importance is local government planning and development?
Local government being a council element in the political program of any system has immense importance in the building of sound foundation. In some countries, recognition of this fact has contributed in their writing to introduce, analyze and exchange views on the concept of local government, its purpose and functions, the structures, its finances, staffing and the inter-governmental relations.

However, there is efficiency of literature on the subject of consideration and the management despite the numerous research which has been carried out over a decade this study would however review literature related area which will help to throw more light to the subject of the study.

The Enugu North local government is headed by a democratically elected chairman and assisted by councilors, representing different electoral wards. The chairman, councilors and top management staff of the local government, makes up the executives committee of local government, headed by the chairman. Among the elected councilors are supervisory councilors chosen to hold key portfolios with the local government in the implementation of the programmes.

The various portfolios assigned to these supervisory councilors include health, finance, works and education, apart from those assigned roles, he also head the committee under his portfolio. Also among those supervisory councilors chosen are vice chairman, who represent the chairman in his absence or where the chairman is Temoled. The executive committee headed by the chairman has a lot of obligations and they are:

a. The implementation and execution of decision of the local government.
b. Review consideration and co-ordination of the activities of the various committees set-up.
c. Implementation and execution of the decision of the local government council with which no other committee is charged.
d. The consideration and award of contract we also have the health committee also headed by the supervisory councilor and is functions are as follows;
   a. The provision and maintenance of public convenience and refuse disposal.
b. The supervision and maintenance of health service including control and management of health centre materials and dispensaries.
c. Concurrent responsibility of environment
   The education committee is another one that is responsible for;
a. Provision, maintenance and control of primary school education within it area of authority.
b. Audit literacy programme.

The finance committee is the fourth of the committees set up and this is headed by supervisory councilor which has the following functions.

a. The regulation and control of the local government and
b. The rendering of advice to local government finance of the council.

The fifth committee is works which is also headed by a supervisory councilor responsible for the following The construction and maintenance of streets, roads, other public highways, drainages, parks and open space.
ORGANIZATION CHART OF ENUGU NORTH LOCAL GOVERNMENT

Council

Chairman/Chief Executive

Treasurer

Works engineer

Secretary Admin

Principal Health Medical

Chief healthy Supt

Unit Dept

Revenue Dept

Civil Dept

Mech/w Shop

Principal Secretary

Maternities

Under Secretary

Principal Asst Secretary

Senior Executive Secretary

Open/Conference Registry
Town Planning

There are other sub-committees that guide the council in planning and execution of its various programme.

These include the following:

a. Public Liquor committee
b. Liquor Licensing
c. Land Allocation advisory committee

From the above, it could be seen that the council functions through committees in order to arrive at positive guide of action and include in one of the most important political functionaries in the area so decision making.

The management organization of local government is not complete without the participation of the administration sector of the local government. In every organization there are administration functionaries’ structure designed to make a smooth running of such organization work. Administration chairman still leads the local government council supported by the various head of departments, these departments include

local government may be classified under the following major headings.
- Taxes
- Rates
- Local License, Fee and Fine
- Earning from Commercial Undertaking
- Rent on Local Government Property
- Grants and Miscellaneous

SOURCE OF REVENUE TO LOCAL GOVERNMENT

According to Gboyega (2001:59) source of local government revenue include the following

- Local government generates money by taking the communities; this community tax is imposed on all taxable adults living in a particular community. All employees on the pay as you earn scheme are exempted from paying the community tax.
- Local government received grant from the central government. In Nigeria, the grants are known as statutory allocation from both the federal and state government. There are also special grants to enable local government perform certain functions. This may be a matching grants in which case the state or federal government provide money or facilities to cover a certain percentage of the cost required to carry out a particular programme.

According to Ocheoha (2000:225) the function conferred by law on local government councils are listed in the forth schedule of the 1999 constitution. Many of those functions have revenue earning potentials. We saw earlier that the federal board of Inland revenue are responsible for assessment and collection of all federal collected revenue notably the company income tax, petroleum profit tax, capital gain tax and Value Added Tax (VAT) on the other hand, the state board of internal revenues is statutorily charged by ITMA, with responsibility of assessing and collection of income taxes while local government councils of licenses and fees from eligible persons within their respective local government areas. They also serve as agents of the state government.

MANAGEMENT OF LOCAL GOVERNMENT REVENUE

The experience of the author while, serving as sole administrator and later chairman, caretaker committee of Ihiala Local Government Anambra State 1987-1990. Ocheoha (2000:231) stated that local government councils should exploit their various sources of internally generated revenues due to them from all source without deference to some councilors, party stalwarts and rich Lords who evade payment of rates due on their landed property and commercial ventures. The law making vehicle emblems, bicycles license plates, truck and car licenses obtained from any local government in Nigeria valid nation wide, should be fully enforced and respected as a counter-poise to the unhealthy competition and imposition of double levies on rate payers by contiguous local government. Besides, local government council should print their emblem licenses and places before the end of an outgoing year with a view to utilizing them from the first week of the new fiscal year. To avert embezzlement of revenue by some unscrupulous revenue collectors through the temporary receipt syndrome early in the New Year.

A strong field monitoring unit should be introduced, composition of which should include trained accountants, auditors and security personnel to ensure public accountability of all revenue collected. Prosecute swindlers of public funds and break the fake receipts syndicates in the local government revenue systems. The use of revenue agents, party supporters and untrained temporary staff for collection of revenue
by local government should be discouraged while trained career officials who are accountable to their superiors should be allowed to perform their official functions of revenues collection and accounting.

Local government should expose their revenue staff to constant training and courses to update their knowledge and ethics of revenues collection in the field, and combat malpractices. By carrying out the reforms suggested above, local government should be able to generate enough revenue from internal sources to fully augment shorter falls in federal and state morale and motivation of their staff who will then embark on revenue drive with attendant zeal and account for funds collected with due honesty.

**STATE AND LOCAL GOVERNMENT PARTNERS IN PROGRESS IN THE THIRD REPUBLIC**

According to Awlokun (1995:182), the end of the transition from military rule to civilian governments approach. The most appropriate ways which should catch our attention and imagination is how to have a sustainable and ensuring democracy as we are very close to the frustrations and subsequent failure of the democratic regime of the first and second republic.

Let me also hasten to remark that the paper of this nature is appropriate especially at this time of transition from military to civil rules. The question which faces us today as a country is that how do we sustain an enduring relationship among the level of government within the context of cooperative federalization as we have in Nigeria today? It is against this background that this paper has been set out to discuss the relationship under the umbrella of a presidential system of government. At this juncture, we may ask what does this relationship looks life? The present relationship and historical antecedent.

In order to understand the present relationship between the state and local government, it will be expedient to make allusion to the past. The general principles which characterized the state-local relations has been patron client (master servant) relationship. This development ran from the colonial era through the Independence, at Independence the various regional governments continued with this oppressive relationship since it suited their purpose.

The then native authorities in the country were seen as an extension of the regional administration. This was the general situation until the 1976 local government reforms was put in place. This reform could be regarded as "watershed" in the history of Nigeria local government system and other subsequent reform with the 1976 reform there began a ray of hope in the official recognition of local government as the third tier system, even though the author believed that local government should continue to play a subordinate role to state government. As the chief of staff, supreme headquarters brigadier Shehu-Musa- Yar’Adua (in whose schedule of duty

**PRESENTATION, ANALYSIS AND INTERPRETATION OF DATA**

In analyzing the data collected, tabular method are adopted in the presentation of data.

**Question One:** How do you access local government council motivation efforts.

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Number of Respondents</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Efficient</td>
<td>36</td>
<td>13.54</td>
</tr>
<tr>
<td>Efficient</td>
<td>40</td>
<td>15.03</td>
</tr>
<tr>
<td>Poor</td>
<td>100</td>
<td>37.59</td>
</tr>
<tr>
<td>Very Poor</td>
<td>90</td>
<td>33.84</td>
</tr>
<tr>
<td>Total</td>
<td>266</td>
<td>100</td>
</tr>
</tbody>
</table>

**Source:** Research Data 2011.

This table 4.1 shows that (13.54) respondents access the local government council motivation efforts very efficient, while 40(15.03) access it efficient, another 100(37.59) said its poor and 90 (33.84) said its strongly very poor.
**Question Two:** How does inefficiency of local government management affects development?

**Table 4.2. Responses**

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Number of Respondents</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Poor Service Delivery</td>
<td>100</td>
<td>37.60</td>
</tr>
<tr>
<td>Low Staff Morale</td>
<td>86</td>
<td>32.33</td>
</tr>
<tr>
<td>All of the above</td>
<td>80</td>
<td>30.07</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>266</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

**Source:** Research Data 2011.

**Analysis**

From table 4.2, 100(37.60%) respondents agreed that poor service delivery affects efficiency of local government management, 86(32.33%) are of the opinion that low staff morale affects the located management, while 80(30.07%) shared in different opinion.

**Question Three:** How does local government utilize its revenue collection from various sources?

**Table 4.3. Responses**

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Number of Respondents</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Highly Satisfactory</td>
<td>76</td>
<td>28.57</td>
</tr>
<tr>
<td>Satisfactory</td>
<td>100</td>
<td>39.59</td>
</tr>
<tr>
<td>None of the above</td>
<td>90</td>
<td>31.84</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>266</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

**Source:** Research Data 2011.

**Analysis**

Based on the above table it could be seen that 76(28.57%) respondents said highly satisfactory, 100(39.59) said that local government utilizes it's revenue collected from various source to a satisfactory level and 90(31.84) responses opined that funds collected are not utilized in any of the above ways thus having no idea.

**Question Four:** How does local government source its revenue?
Table 4.1.4 Responses

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Number of Respondents</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Internally</td>
<td>50</td>
<td>28.02</td>
</tr>
<tr>
<td>Externally</td>
<td>100</td>
<td>37.67</td>
</tr>
<tr>
<td>All of the above</td>
<td>110</td>
<td>34.37</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>266</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

Source: Research Data 2011.

Analysis

The table above shows that 50(28.02) responded internally, while 100(37.61) went for external and 110(34.37%) stood for all of the above.

Question Five: How does the internal and external generated is being manage?

Table 4.1.5 Responses

<table>
<thead>
<tr>
<th>Opinion</th>
<th>Number of Respondents</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Very Efficient</td>
<td>40</td>
<td>15.03</td>
</tr>
<tr>
<td>Efficient</td>
<td>51</td>
<td>19.17</td>
</tr>
<tr>
<td>Poor</td>
<td>90</td>
<td>33.84</td>
</tr>
<tr>
<td>Very Poor</td>
<td>85</td>
<td>31.96</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>266</strong></td>
<td><strong>100</strong></td>
</tr>
</tbody>
</table>

Source: Research Data 2011.

Analysis:

The above presentation shows that 40(15.03%) responded very efficient, 51(19.17%) just efficient while 90(33.84%) believe it is poor and 85(31.96%) also said that the internal and external revenues generated is very poor in terms of management.
FINDINGS.

The researcher found out that motivation of Enugu North Local Government Council efforts is poor. The researcher also discovered that poor service delivery affects inefficiency of local government management development.

Thirdly the researcher observed that local government utilizes the revenues collected from various sources to a satisfactory level.

Fourthly, the researcher identified that local government source its revenue in all of the above.

Finally the researcher observed that local government managed its internal and external revenue in a very poor manner.

CONCLUSION

The following conclusions have been drawn from the relevant major findings of the study which entails that Enugu North local government has not been able to manage the revenue generated effectively this situation may be attributed to the value the Nigeria society attaches to revenue generation and the large extent family responsibility that leads the management of Enugu North not to manage the revenues collected appropriately.

However, they have not failed completely because most times the state are found of failing in its statutory obligations to local government council either by failing to give required statutory allocation to the local government by directing such revenues to other areas.

RECOMMENDATION:

The following are the researchers recommendations It is obvious that local government agents cannot give a proper account about the money generated from taxes, fees and rate. This is because they are not properly checked. It is also true that the local government workers always come to work anytime they like, because nobody care to ask them, and at the end of the month, they are being paid. Note that the local government is mismanaged by some of the executives, while corrupt practices have eaten deep into the fabric of some officials because most of the revenue collectors are fraudulent in their day to day collections.

It is quite apparent from the study that the current revenue generation is not enough to meet the needs of the people for the desired development.
REFERENCES


INFLUENCE OF JOB STRESS AND MARITAL STATUS ON JOB ATTITUDE AMONG NIGERIAN MEDICAL DOCTORS

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ABSTRACT
This study investigated the influence of job stress and marital status on job attitude among Nigerian medical doctors. Forty (40) medical doctors randomly drawn from five hospitals in Enugu state of Nigeria participated in the study. Grey-Tofte and Anderson (1981) Doctor Stress Scale (DSS) validated in Nigeria by Enukorah (2010) was used to assess job stress, while Lodahl and kejner (1965) Job Attitude Scale (JAS) validated in Nigeria by Mogaji (1997) was used to assess doctors job attitude. A survey design and a 2-way ANOVA were used for data collection and analysis respectively. The result indicated significant main effect of job stress on job attitude F (1, 156) = 69.1, p<.05. Doctors with low job stress had positive attitude to their jobs. Also a significant main effect of marital status on job attitude was found F (1, 156) = 63.1, p<.05. Single doctors showed more positive attitude towards their jobs than their married counterparts. There was no significant interaction effect of job stress and marital status on job attitude among Nigerian medical doctors. It was concluded that job stress and marital status are among the variables that have significant effect on job attitude of medical doctors. Both individual and governmental organizations should reorganize their work environment and make policies that will modulate stress and be family friendly.

Keywords: Job stress, Marital status, Job attitude and Medical doctors.
INTRODUCTION

Human beings belong to different professions, such as teaching profession, Engineering profession, legal profession, medical profession, etc. Profession is a type of job that requires special training or skill especially one that needs a high level of education such as the medical profession. People in different professions differ in their attitude to their jobs. Some demonstrate high (positive) attitude to their jobs, while some exhibit low (negative) attitude to their jobs. Attitude is the feeling of like or dislike. The feeling of like or dislike of one’s job can be caused by stress emanating from the job or work – family conflict. The medical profession irrespective of the special training involved, may not be exempted from these challenges. Stress is a pressure or worry caused by the problems in somebody’s life, while work-family-conflict refers to a situation where one’s work commitment interferes with his/her family commitment or where one’s family commitment interferes with his/her work commitment.

Therefore, based on the above development, the variables of interest in this study are job stress (stress emanating from the job) and marital status (how being single or married interferes with one’s job), and how they influence medical doctors’ job attitude. Job attitude has emerged an important variable in organizational research. It has drawn attention of management scientist and organizational psychologist. This variable is being studied from different perspectives in the organization. It has great importance and significance in organizational development. In theory, job attitude is necessary for medical doctor’s professional growth. It is assumed that the higher the level of positive job attitude, the higher the degree of professional growth (Elloy & Everet, 1995). However, given that the current medical work force experiences a relatively unstable medical practice in the profession, it is possible that these challenges may have negative effects on the medical doctors and how involved they are in their jobs (Morrow, 1993).

Lodahl and Kejner (1965) believe that the main determinant of job attitude is a value orientation toward work learned early during the socialization process. An individual, who internalized the work ethics well, will probably have positive job attitude regardless of the context within which he/she might be employed. Bass (2007) points out that job attitude is a representation of the employee’s ego involvement in his/her job and is thus related to performance. Lodahl and Kejner proposed two types of job attitude, self-esteem and self image, while the self-esteem refers to the real essence of job attitude; self-image refers to the concept of internal motivation. Lawless and Hall (2003) refer to internal motivation as the degree to which a job holder is motivated to perform well because of some subjective rewards or internal feelings they expect to experience as a result of performing well. Thus intrinsic motivation is correlated with personal performance. Job attitude rather represents personal concentration or emotional commitment to one’s job. However, job attitude does not always correlate with personal performance (Blau, 1985). Blau proposed that job attitude involves only a single aspect, namely, the degree to which a person feels about the total work situation to be an important part of life, and to be central to their identity, because of the opportunity to satisfy one’s important needs.

Critical observations show that job attitude and job involvement go simultaneously in every organizational management irrespective of the fact that they have generally been considered as different concepts. Job attitude is the emotional state of liking or disliking one’s job, while job involvement is one’s psychological attachment to his or her job (Lawler & Hall, 2003). Therefore, work attitude reflects one’s feeling of like or dislike about his/her job which determines the level of his/her involvement in his/her job (Lawler & Hall, 2003).

Moreover, research has shown that stress generally has influence on job attitude. That is, researchers have overtime observed that when workers experience a high degree of job stress, it affects their overall health, which also triggers off negative job attitude from the workers.

According to Matteson (1997) the word stress means so many different things to so many different persons. That it has been described as the most imprecise in the scientific dictionary. There are literally hundreds of definitions of stress to be found in the research and professional literatures. However, stress can be defined as either a stimulus or a response. Kahn (1992) pointed out that stress is used to refer to damaging stimulus in the environment, and to be used to describe either a force that causes stress or the response to a stressful stimulus. Research has found that organizational structure is linked to job stress (Lambert & Horgan, 2006). Furthermore, perceived danger emanating from the job appears to be a salient antecedent of job stress. Stress is a normal part of human life in the modern world, and everyone has to cope with it. It has a harmful impact on the human life including workers. Braaten (2000) defined job stress as the harmful physical and emotional responses that occurred when the requirements of the job do not match the capabilities, resources or needs.
of the workers. In addition, demographic variable such as age, psychosocial attributes, and marital status may be directly associated with job attitude. Braaten (2000) study on influence of job stress on job attitude among employees showed that employees who were under stress were found to show negative job attitude towards their work.

In addition, critical observations have shown that marital status and job attitude are positively related. This was made possible by couples juggling both work and family commitments to enable them meet up with their responsibilities. Gupta (1985) study on influence of age and marital status on work attitude among airport workers in New-York, USA, found that married workers showed more positive attitude to their work than their single counterparts. This could be that the married workers had more responsibilities than their single counterparts, and because they do not want to lose their jobs to enable them meet up with their responsibilities, they combine both the work and family commitments. The singles on the other hand, may not care if they lose their jobs because they seem not to have many responsibilities as their married counterparts. Work and family tension bring about depression, life stress, etc (Kahn, 1992). Barnet and Baruch (1995) pointed out that perceptions of insufficient time and energy to successfully perform work and family roles (work-family-conflict) have been associated with job and family dissatisfaction and stress.

Some theories were used to explain the job attitude of employees, such as Kanugo (1982) motivational approach theory contends that individuals develop belief that a job’s context potentially provides an opportunity for them to satisfy their most important future needs. Consequently, job attitude depends on employee’s needs (both extrinsic and intrinsic) as well as their perceptions of the job’s potentials to satisfy these needs. In addition, shore and shore (1995) organizational support theory helped to explain employee’s job attitude and other forms of commitment to their organization. This theory holds that in order to meet socio-emotional needs and to assess the benefits of increased work effort depends on the employees’ general perception or feeling concerning the extent to which the organization values their contributions and cares about their well-being. This theory further states that favourable opportunities for reward convey a positive perception of employees’ contributions and these contribute to perceived organizational support, which in turn enhance positive job attitude. Accordingly, opportunities for recognition, pays, and promotion have been found to be positively associated with job attitudes (Luttans, 2002).

Empirically speaking, numerous factors have been found to be associated with job attitude such as job stress and marital status. For example, Jamal (1984) examined the relationship between job stress and employee’s performance and withdrawal behaviour among 60 doctors in two hospitals in a metropolitan Canadian city on the coast. Job stressors assessed were role ambiguity, role overload, role conflict, and resource inadequately. Multiple regressions and correlation coefficient were computed to test the nature of the relationship between stressors and variables of the study. Data were more supportive of the positive relationship between stress and performance. Kontos and Riessen (1993) examined three aspects of family day-care provider’s job attitudes (Job stress, satisfaction and commitment) as they relate to providers personal characteristics, programme characterizing, and child-rearing preference. Eighty family day-care providers responded to a questionnaire on job attitude. Result showed that personal characteristics, personal programme characteristics predicted job attitude. Providers who perceived more social support, less job stress, were more likely to be satisfied with their job. On the other hand, Roberts (2002) investigated the impact of marital status on job attitude. A total of 100 representatives sample of the U.S adult population were used.

The result indicated a clear positive correlation between marital status and job attitude. Single workers showed more positive job attitude to their jobs than their married counterparts. Weaver (2010) after correlation between marital status and job attitude posited that single workers showed positive job attitude more than their married counterparts. However, Patel (1995) found that marital status had no significant influence on job attitude among workers. The difference in the results of the studies could be as a result of cultural differences of the places the studies were conducted.

Many studies have shown that in some countries of the world, job stress and marital status were found as variables that have significantly influenced job attitude of workers, while in others, the variable factors were found to be non significant on workers’ job attitude.
Critical observations have also shown that in the olden days particularly in Nigeria, when wives were “housewives” and the husbands were the “go-getters”, neither the wives nor the husbands was doing their works under pressure (stress). The wives were handling only the domestic works like washing, cooking, cleaning, caring for the children, etc, while the husbands were doing the works outside the home, such as the office and other forms of work done outside the family. The wives did not have any pressure from only the works done at home which gave them enough time and space for relaxation. Also, the husbands did not have any pressure (stress) from doing only the works outside the home. Then it was like division of labour between husbands and wives, where women were in-charge of the family works and the husbands were in-charge of the works outside the home. Those practices seemed to be some of the reasons why both men and women faced less stress in the past.

But in recent times, both singles, husbands and wives juggle or combine both family works and other works outside the home, thereby putting themselves under pressure (stress) while trying to meet up with their responsibilities both at home and at work outside the home (work – family conflict). The cause of this “mad-rush” in combining work and family commitments could be as a result of level of exposure, level of educational attainment, social responsibilities, women’s crave for gender equality, etc. Following this development, Nigerian medical doctors based on the nature of their jobs, may not be exempted from this challenge in their jobs as health workers. Job stress and marital status seem to impose a lot of challenges on Nigerian medical doctors thereby influencing their attitude to work.

Therefore, in view of the above development, the researcher was moved to verify whether such factors like job stress and marital status have significant influence on job attitude of Nigerian medical doctors. Thus, the following question was addressed, “will there be a significant influence of job stress and marital status on job attitude among the Nigerian medical doctors”?

**Aim of study**

In line with the above development, therefore, the aim of this study was to determine the influence of job stress and marital status on job attitude of Nigerian marital doctors.

**Hypotheses**

1. There will be no significant influence of job stress on job attitude of medical doctors.
2. There will be no significant influence of marital status on job attitude of married and single medical doctors

**METHOD**

**Participants**

A total of forty (40) medical doctors (Gynaecologists only) from the Igbo ethnic group participated in this study. Out of the forty (40) doctors, (Gynaecologists) sampled, twenty-six (26) were married, while the remaining fourteen (14) of them were single with a mean age of 44.00 and standard deviation of 8.24. They were randomly drawn using available sampling method from the population of the following hospitals as follows, Enugu State University Teaching Hospital, Enugu - Ten (10) doctors, Bishop Shanahan Hospital, Nsukka-five (5) doctors, Oji River Medical Centre –Three(3) doctors, University of Nigeria Teaching Hospital (UNTH), Enugu –Fourteen (14) doctors, and University of Nigeria Medical Centre, Nsukka –five (5) doctors, all in Enugu state. Both male and female Gynaecological doctors were sampled. Twenty-eight (28) of the participants were Catholics, while the other twelve (12) were non-Catholics.

**Instruments:**

Two instruments namely, Grey-Tofte and Anderson (1981) Doctors Stress Scale (DSS) and Lodahl and Kejner (1965) Job Attitude Scale (JAS) were used in collecting data from the participants.

Grey-Tofte and Anderson (1981) which has 20 –item questions was used to measure job stress of the doctors. The item questions on the DSS measure such stressors as death and dying, conflict with physicians or supervisor, inadequate preparation in dealing with the emotional need of patients, lack of support concerning treatment of patients and excessive work-load. The item questions were scored as “never” – 1 point, “occasionally” – 2 points, “Frequently” – 3 points and “very frequently” – 4points. The 20 – item questions in the scale were all directly scored. The DSS was validated by Enukorah (2010) for use in Nigeria. Enukorah (2010) obtained a test-retest reliability coefficient of .52 which was corrected with Spearman Brown
Correlation that gave .70 and validity of .84 which compared favourably well with Grey-Tofte and Anderson coefficient of .70.

Another instrument used was Lodahl and Kejner (1965) Job Attitude Scale (JAS). JAS is a 20-item inventory with Likert response format with 4 options and their scoring pattern of Strongly Agree -1point, Agree -2 points, disagree-3points, and Strongly Disagree 4 points. JAS used direct scoring and reverse scoring pattern for positively worded items and negatively worded items. Lodahl and Kejner (1965) provided the psychometric properties for American, while Mogaji (1997) validated this instrument for use in Nigerian context, and reported a reliability coefficient of. 72, and a Cronbach Alpha reliability coefficient of .80.

**Procedure:**
A total of forty-six (46) copies of the inventories were administered to the participants in their private offices in their various hospitals in Enugu State. The copies of the inventories were filled and returned on the spot through individual testing. The whole copies were returned, but only forty copies were correctly filled and used for this study, while the remaining six copies that were wrongly filled were discarded.

**Design/Statistic:**
The design of this study was a survey design, while a 2 (Job Stress: Low vs high) x 2 (Marital Status: Single vs. Married) analysis of variance (ANOVA) F-test with unequal sample size was used to analyze the data generated.

**RESULTS**

Table I: Table of means (X) and standard deviation (SD) of job stress and marital status.

<table>
<thead>
<tr>
<th>Factor</th>
<th>Level</th>
<th>Mean</th>
<th>SD</th>
<th>N</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job Stress</td>
<td>Low</td>
<td>43.76</td>
<td>6.34</td>
<td>25</td>
</tr>
<tr>
<td></td>
<td>High</td>
<td>43.06</td>
<td>8.76</td>
<td>15</td>
</tr>
<tr>
<td>Marital Status</td>
<td>Single</td>
<td>42.84</td>
<td>7.38</td>
<td>14</td>
</tr>
<tr>
<td></td>
<td>Married</td>
<td>41.96</td>
<td>15.30</td>
<td>26</td>
</tr>
</tbody>
</table>

Result in Table 1 indicated that participants with low Job Stress had higher mean score of Job attitude (M=43.76, SD = 6.34) than those with high job stress. Also single doctors obtained higher mean score on job attitude (M=42.84, SD = 7.38) than married doctors (M=41.96, SD =15.30)

Table II: ANOVA summary table of differences of job stress and marital status on job attitude.

<table>
<thead>
<tr>
<th>Source of variance</th>
<th>Sum of square</th>
<th>df</th>
<th>Mean Square</th>
<th>F</th>
<th>P&lt;</th>
</tr>
</thead>
<tbody>
<tr>
<td>Job stress (A)</td>
<td>8043.90</td>
<td>1</td>
<td>8043.90</td>
<td>69.1</td>
<td>.05</td>
</tr>
<tr>
<td>Marital Status (B)</td>
<td>59.56.90</td>
<td>1</td>
<td>5946.90</td>
<td>63.1</td>
<td>.05</td>
</tr>
<tr>
<td>AxB</td>
<td>85863.4</td>
<td>1</td>
<td>240.5</td>
<td>43.4</td>
<td>.05</td>
</tr>
<tr>
<td>Error (S/AB)</td>
<td>77070.2</td>
<td>156</td>
<td>5.54</td>
<td>43.4</td>
<td>.05</td>
</tr>
<tr>
<td>Total</td>
<td>176924.4</td>
<td>159</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Table II: The results showed significant influence of job stress on job attitude F(1,156) = 69.1, p<.05. Doctors that showed low job stress had more positive job attitude to their jobs than those that showed high job stress. Thus, the first hypothesis was rejected.

Also the marital status had significant effect on job attitude F(1,156)=63.1, p<.05. Thus, the second hypothesis of no significant influence of marital status on job attitude was also rejected. However, the result showed no significant interaction effect of job stress and marital status on job attitude of the medical doctors.
DISCUSSION

The result showed that job stress had a significant influence on Job attitude. The doctors that had low job stress had positive attitude to their jobs more than the other doctors that had high job stress. The result of this study is in harmony with the studies of Lambert and Hogan (2005), Abualrub (2004), and Kantos and Reissen (1993) who observed that less job stress led to increased positive job attitude, while high job stress led to increased negative job attitude which may lead to workers’ low performance. This could be as a result of the influence of stress which we generally observed as one of the causes of people’s low performance. This result also seems to be consistent with the result of Jamal (1984) who observed that low job stress led to high performance, and high job stress led to low performance. Researchers have observed that when workers experience a high degree of stress, it affects their overall health which also has implications for job attitude of workers. The result of this study also agrees with the result of study of Jamal (1990) who observed that low job stress is related to job satisfaction.

Furthermore, the second hypothesis which says that there will be no significant influence of marital status on job attitude was rejected, which means that marital status had a significant influence on job attitude of the medical doctors. The result showed that single doctors showed more positive attitude towards their jobs than their married counterparts. This result was supported by Robert (2002) who reported that single workers showed more positive job attitude to their jobs than their married counterparts. Also, Weaver (2010) study is in harmony with the result of this study. Weaver (2010) reported that single workers showed more positive job attitude to their jobs than their married counterparts. This could be that the singles are less burdened than the married ones in terms of work-family commitment, and as a result, are not under any pressure or stress in doing their jobs. However, Patel (1995) found that marital status had no significant influence on job attitude of workers. This study disagrees with the result of the current researcher. This could be as a result of cultural differences in the places the studies were carried out. It could also be differences in the personality characteristics (such as age, level of education, exposure to environmental stimulations, etc) of the participants.

Implication of the finding

For the fact that job stress and marital status were found to have significantly influenced job attitude, and that stress is inevitable in human life, both individual and governmental organizations should organize their work environment and work schedules to suit or match the capabilities or abilities of their employees so that they (employee) will not be under any pressure (stress) doing their work.

Furthermore, knowing full well that people should be getting married to one another, the employers of labour should design their work environment and work schedules to ensure that when people get married, they should not be juggling both work and family commitments under a very tight schedules or programme that will eventually put them under pressure (stress).

This, if implemented will go a long way reducing job stress among the medical doctors and increase their positive job attitude that will eventually improve their job performance.

Summary and Conclusion

In summary, the outcome of this study shows that job stress and marital status are among the variables that influence the job attitude of Nigerian medical doctors. Doctors with low job stress had positive attitude to their jobs more than those with high job stress. Also, single doctors showed more positive attitude towards their jobs than their married counterparts. There was no significant interaction effect of the variables of study on job attitude of the doctors.

Conclusively, having observed that job stress and marital status have significant main effect on job attitude of Nigerian medical doctors, both individual and governmental organizations should reorganize their work environment and make policies that will modulate stress and be family friendly.
REFERENCES


EFFECTS OF BIG BROTHER AFRICA REALITY SHOW ON THE SOCIAL BEHAVIOUR OF THE LAGOS STATE UNIVERSITY STUDENTS

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Abstract
What one sees influence his/her beliefs and behavior. One of the mediums that aids these views is media like television and the internet. Big Brother Africa (BBA) came as a reality show and drew large audience across Africa and beyond with several critics that hold much negative opinions about it. Considering the mixed feelings that the audience has about BBA, this study examines its effects on the socio-cultural values of undergraduates in the Lagos State University. It surveyed 183 valid respondents from LASU, using purposive sampling technique. T-test was used to test hypotheses and it was found that there is significant differences between the sexual behavior of LASU students that watch BBA and those that do not. The study also reveals that BBA does not influence xenophobia and subordination to authority. Therefore, script writer and film producers should develop the habit of writing quality films that can add values to the culture of the viewers. They should see shows as a medium for cultural exchange, where messages should be reasonable and positive.

INTRODUCTION
The media affects the society both negatively and positively. It is a powerful tool that is capable of shaping cultural values. If not used positively, it may lead to many undesirable results such as domestic violence, psychological disturbances, juvenile delinquencies and many more (Ekhaye me, 2011). Television popularly called ‘TeeVee’ is one of the influential media and it has become very easy for people to get attracted to televised programme and become addicted to it because pictures, sound and colour are naturally powerful ingredients of influence. One television programme that has its mark on the youth in recent times, in the African continent, is the Big Brother Africa.

The Big Brother Africa (BBA) show is a reality show that aims at uniting Africans. It brings together people from different countries in Africa (Ghana, Kenya, Uganda, Tanzania, Malawi, Zambia, Angola, Namibia, Botswana, Zimbabwe, Nigeria and South Africa) to interact and live under same roof (furnished in ‘a lot of colonial-era designer artifacts’ and exhibiting ‘Italian, Moroccan and Zanzibari influences’) to show their true character and tolerance. The programmeme is a game of choice where viewers choose the person that has the most preferred character (AFANMEDIA, 2013).

The goal of Big Brother Africa, according to the series’ official website, was to create in the house a space ‘reflecting the whole spirit of Africa without drawing any bias towards a particular country’ (Jacobs, 2007). Contestants spent most of their time doing rather ordinary things – eating, arguing, playing in a strategically positioned bath tubs and hamming it up for the camera (MultiChoice Africa (2005).

The series managed to attract huge audiences, averaging 30 million throughout its run: a feat for the African continent (Bahi, 2004; Brown and Licker, 2003; Chivhangu, 2000; Jensen, 2000). Not even sports like the World Cup and Olympic prompted the level of interest or had the impact on television culture that Big Brother Africa did in Africa.
Across the continent, Big Brother Africa elicited a range of responses, from delight to no-holds-barred opprobrium. Many of these responses were striking so much for their content (nudity). One response in particular draws attention: a rallying against the show by groups unhappy with the effects of post-industrial globalization on Africa and her people. This opposition often reflected genuine unease with changes afoot in the social order. ‘Invented traditions’ were invoked to damn the show as somehow ‘un-African’ (Jacobs, 2007).

The Big Brother Africa has been commended by the US news magazine Time which hailed the programmeme as an avatar of continental unity. The Johannesburg correspondent of the US newspaper, the Christian Science Monitor, praised the series, echoing common sentiments: Big Brother Africa is an unlikely catalyst for cultural understanding on a continent often divided by ethnic conflict, nationalism, and xenophobia’ (Jacobs, 2007).

The series has had profound impacts and consequences on the African continent and its people, particularly, though not exclusively, in those countries where it was broadcast. They shed light on a range of complex issues all too often cast aside or altogether ignored in discussions of cultural phenomena. These effects, this study will show, were unpredictable and sometimes contradictory with special reference to Lagos State University students.

STATEMENT OF PROBLEM

Big Brother Africa (BBA) show was aired for the first time in 2007. Tagged as a reality show, BBA featured obscene scenes of inmates having their baths as well as immoral interactions (Osakue and Elo, 2010). The Nigerian representative, Ofunneka was first, thought to be the most morally decent. She, however, incurred the wrath of viewers when footages of the show revealed that she was involved in an act with the eventual winner, Richard, who was shown having some suggestive and amorous contact with her.

According to Senge (2007), there were already 4,584 clicks on the video of Richard and Ofunneka escapades on YouTube. MNET (which transmitted the program) had earlier apologized to the Nigerian government over the sexually offensive video clips on the Big Brother Africa reality show. However, the deed had been done and its effect on viewers is not reversible.

Wole Soyinka, according to a Nigerian newspaper, called the show ‘banal, lacking anything to offer to the continent’ (Daily Independent, 21 July 2003 cited in Jacobs, 2007). Nigeria, he noted in a widely reported speech, would do just as well to put on its own reality television show: ‘All we need is just get some prostitutes on the streets and lunatics to go naked for nothing’.

In the behaviour of the housemates, too, viewers saw a rejection of established forms of order; this was the case, notably, when the home-bound contestants questioned Big Brother’s authority, ‘greatly amusing many viewers who have known authoritarianism all too well’ in Africa. The series’ voyeurism was condemned and, in the process, notions of ‘privacy’ commonly associated with Western individualism were conflated with ideals of African ‘cultural heritage’.

Considering these problems, this study investigates the undesirable results such as domestic violence, psychological disturbances, juvenile delinquencies, insubordination to authority etc. that Big Brother Africa Reality Show may have on undergraduates of Lagos State University, Ojo.

RESEARCH QUESTIONS

1. What is the influence of Big Brother Africa on Lagos State University students’ sexual behaviour?
2. Does Big Brother Africa reality show have any effect on Lagos State university students’ subordination to authority?
3. Is Big Brother Africa reality show un-African?

OBJECTIVES OF THE STUDY

This study assesses the effect of big brother Africa reality show on cultural values among undergraduates in Lagos State University (LASU). It examines:

1. The influence of Big Brother Africa on Lagos State university students’ sexual behaviour.
2. The effect of Big Brother Africa reality show on Lagos State university students’ subordination to authority.
3. The overall effect on the socio-cultural space of the African youths, using LASU students as case study.
LITERATURE REVIEW
Debates on Big Brother Africa Reality Show
The Big Brother Africa is prominent among Africans and the West but it has called for debates between various viewers. Many of these responses were predictable. Some were striking, not so much for their content as for the unexpected alliances they fostered. These opponents of Big Brother Africa were a motley crew; far from univocal, they made for strange bedfellows. They included governments, national broadcasters, literary figures, democracy activists, academics and conservative Christian groups. More often at loggerheads than in agreement on any matter of import, across boundaries of class, faith and nation they stood united in their opposition to Big Brother Africa.

This opposition often reflected genuine unease with changes afoot in the social order. Essentialized conceptions of African kinship and patriarchal values fast on the wane found common cause with the moralism of missionary Christianity. Some of the continent’s leading voices joined the chorus of objection to Big Brother Africa. Wole Soyinka called the show ‘banal lacking anything to offer to the continent’ (Daily Independent, 21 July 2003). He claims that the show is a collection of prostitutes and lunatics who go naked for nothing (International Herald Tribune, 10 September 2003). Personally, he added, he would prefer to watch the crude productions of the Nigerian video industry than Big Brother Africa – no small indictment, this, given the contempt in which Western-minded Nigerian political and literary elites hold ‘Nollywood’ and its products.

Kenyan political scientist Stephen Ndewga, a Senior Public Sector Governance Specialist with the World Bank and a mainstream democratic theorist, shared Soyinka’s disdain for the programme. He advocated for a government censorship board in Kenya to deal specifically with programmes such as Big Brother Africa. Stephen Ndewga supports the leaders of Malawi and Namibia, and the religious community in Uganda for censoring the Big Brother Africa reality TV show.

In Zambia too, there was talk of censoring the show. Conservative Christian groups, which had achieved quite a foothold in government in the early 1990s, when President Frederick Chiluba declared the country a ‘Christian Nation’, pressured government to take the programme off the national airwaves on grounds that it was ‘immoral’ and ‘un-African’ (Inter Press Service, 23 July 2003). Significantly, different church denominations, usually at loggerheads over methods of proselytizing and means of influencing government and society, united around their opposition to the reality series. The churches had earlier succeeded in getting the Zambian national broadcaster to stop broadcasts of the South African satellite TV music channel, Channel O. The channel is an ‘African version’ of MTV.

Despite much-reported opposition to the show by influential actors, the series enjoyed widespread public support. In part, this support constituted a form of protest, a rejection of elite views and motives. Inter Press Service reported:

Joseph Bwalya, an arts student, wonders what the motive of the Zambian church is. When Big Brother was shown the first time with only South African contestants, he says, there were sexual overtones culminating in a scene involving a cucumber. The church, however, did not react. If they do now, it’s just that they want to draw attention to themselves because they know the whole continent is involved.

Most striking, however, for reporters and political pundits alike, was the staunch refusal with which viewers met attempts by their governments and lawmakers to ban Big Brother Africa from national free-to-air broadcasts. This was the case, for example, in Malawi. Edited highlights of Big Brother Africa were broadcast on national TV (TVM). Members of the Malawian Parliament threatened to ban the programme, but it had dedicated followers determined to keep it on the air, not least because a young Malawian was a contestant on the series.

In August 2003, parliamentarians briefly succeeded in their quest to do away with the show, voting to ban future broadcasts on the basis that some of the sexual scenes in the programme were ‘immoral’. However, on the back of broad public unhappiness with the vote, and following a court action by a private citizen against the decision, the High Court reversed the ban. The lawyer for the plaintiff had argued before the Court that banning the show was outside Parliament’s purview. He accused the government of ‘fleeing people’s constitutional rights to free information and participation in cultural issues of their choice’ (Mail & Guardian, 19 August 2003; see also BBC News, 15 August 2003). In the aftermath of the court decision, the country’s information minister (who had earlier been one of the main sponsors of the ban) praised the Court’s decision, saying the government had ‘overreacted and were emotional. They should have consulted the people first’ (All Africa News Agency, 1 September 2003).

Even more telling was a comment on the matter by Benson Tembo, Director General of TVM. He called the court victory and the reversal of the parliamentary ban a ‘test for democracy’, adding ‘we will only respond
to the wishes of people’. BBC News quoted Tembo: ‘The court has affirmed that only professionals at Television Malawi have the right to judge what should go on or off air’ (15 August 2003).

A month earlier the former President of Namibia, Sam Nujoma, had failed in his attempts to convince the Namibian Broadcasting Corporation (NBC) to take the programme off the air and ‘concentrate more on educational films and documentaries about Namibia’ (Nampa News Agency, 28 July 2003). While in power, Nujoma had had a combative relationship with the country’s media. As President and Minister of Broadcasting – he held the two positions concurrently – he had on several occasions succeeded in influencing NBC programming decisions. In this instance, negative public opinion and the refusal of senior managers at NBC to heed his request meant that in the Namibian case the ban was stillborn.

Nigeria attempts at a ban failed as well. In July 2003, Dr Silas Yisa, Director General of the Nigerian Broadcasting Commission, declared it illegal for Nigerian terrestrial TV stations to broadcast Big Brother Africa. The bulk of the stations, however, ignored his directive (Daily Independent (Nigeria), 21 July 2003).

Big Brother Africa Reality show’s Impact on Television Culture of Africans

Big Brother Africa can be said to have attained the status of a ‘media phenomenon’. That is to say, it emerged as ‘an idiosyncratic text that commands a sudden, high degree of attention during its initial run, prompting discussion about television and society throughout the media and society’ (Kompare, 2004: 100). The sheer number of people who witnessed the series had a lot to do with this.

As pointed out earlier, one of the key achievements of Big Brother Africa was the breadth of its reach. The series managed to attract huge audiences, averaging 30 million nightly throughout its run: a feat for the African continent (Bahi, 2004; Brown and Licker, 2003; Chivhangu, 2000; Jensen, 2000). This was all the more remarkable as in 2003 M-Net had only 1.3 million subscribers, 80 percent of whom lived in South Africa (MultiChoice Africa, n.d.). Thanks to national broadcasters throughout Southern Africa and beyond who chose to carry the daily episodes, the show’s viewership grew exponentially, beating all previous records.

Previously, only sports events – World Cup matches showcasing African teams, in particular – had prompted such interest in continent-wide television broadcasts. The opening matches of the 1990 and 2002 World Cups, in which Cameroon and Senegal beat defending champions Argentina and France respectively, drew massive numbers of viewers. Nigeria’s gold medal football win in the 1996 Olympic Games also managed to create a continental television and radio audience for a media event (Ambler and Akyeampong, 2002). But none of these prompted the level of interest or had the impact on television culture that Big Brother Africa did. For the three months that the series was on the air, unprecedented numbers of people in cities and towns across the continent dropped everything to watch the show. Crowds formed in bars, shopping malls and any other public place where the programme could be viewed.

‘Three decades after the concept of Pan-Africanism fizzled out’; Time’s European edition reported, ‘satellite television is working where liberation philosophy did not: connecting and modernizing the world’s poorest continent’ (Time, 23 June 2003). The influential South African newspaper - the Sunday Times editorialized about the programme’s impact as follows: Big Brother Africa has succeeded where the Organization of African Unity failed, by uniting the ordinary people of Africa. (24 August 2003) Still other non-African newspapers presented Big Brother Africa as an antidote to xenophobia, for the housemates as well as the continent’s people in general: ‘For Africans, the show has been revolutionary, allowing them to get to know their neighbours for the first time,’ suggested one report (Cincinnati Post, 14 July 2003).

The series’ initiators actively encouraged such views. Carl Fischer, producer of TV shows for M-Net’s home market and a key player in one of the earlier, all-South African iterations of Big Brother Africa, made much of the programme’s alleged loftier aims: ‘For the first time African viewers are getting just African images, African people, African heroes, African music’(Time, 23 June 2003).

RESEARCH HYPOTHESES

Answers to the above research questions shall be gotten through the test of the following hypotheses:

**Hypothesis one**

- **Ho:** There is no significant difference between the sexual behaviour of Lagos State University students that watch Big Brother Africa and those that don’t.
- **Hi:** There is significant difference between the sexual behaviour of Lagos State University students that watch Big Brother Africa and those that don’t.
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Hypothesis two
- Ho: There is no significant difference of subordination to authority between Lagos State University students that watch Big Brother Africa reality show and those that don’t.
- Hi: There is significant difference of subordination to authority between Lagos State University students that watch Big Brother Africa reality show and those that don’t.

Hypothesis three
- Ho: There is no significant difference of xenophobia (segregation on Ethnic grounds) between Lagos State university students that watch Big Brother Africa and those that don’t.
- Hi: There is significant difference of xenophobia (segregation on Ethnic grounds) between Lagos State university students that watch Big Brother Africa and those that don’t.

RESEARCH METHODS
Survey research design was adopted for the study as it is most appropriate for this study. This approach is the most suitable and reliable for finding answers to research questions to elicit the views of respondents on the study.

The population of the study are the students of Lagos State University Ojo campus. Specifically, the study intends to study only students from the faculties of science, social sciences and Arts. The total number of students in the Faculty of Science is 1247, those in the Faculty of Arts are 1373 and those in the Faculty of Social science are 495. In total, the population of the study is 1247 + 1373 + 495 = 3115.

The sampling technique that was used for this research work is purposive sampling technique. Purposive sampling technique is a form of non-probability sampling in which decisions concerning the individuals to be included in the sample are taken by the researcher, based upon a variety of criteria which may include specialist knowledge of the research issue, or capacity and willingness to participate in the research.

The research sample was computed using the following formula, allowing 10% (ten percent) tolerable sample error.

\[
\text{Sample Formula} \ (n) = \frac{N}{1 + N(e)^2},
\]

Where:
- \(n\) is the required sample size,
- \(N\) is the research population,
- \(e\) is the tolerable error in judging the population

\[
(n) = \frac{3115}{1 + 3115 (0.07)^2} = 191.5 \approx 192
\]

There are 3 faculties to be covered. Samples were assigned to them in proportion of their total population.
- Faculty of Sciences = 1247/3115 X 192 = 76.86 \approx 77
- Faculty of Arts = 1373/3115 X 192 = 84.63 \approx 85
- Faculty of Social Sciences = 495/3115 X 192 = 30.4 \approx 30

The instrument that was used in collecting the data for the purpose of this study is a self-made close-ended questionnaire. The questionnaire was divided into two sections each. The first section was centered on the bio-data of respondents - gender, age, marital status, department, education level etc. while the second section of the questionnaire contains itemized questions formulated from the research hypotheses which allows the respondents to give their opinion on the questions thereon.

The method of data analysis for this study is Paired-Samples T Test. This was done with the aid of the Statistical Package for Social Sciences (SPSS) 20.0.

RESULTS
Analysis of Respondents’ bio-data
Source: Field Survey, January 2015.
Both male and female respondents were surveyed by the study. Male respondents are 56.8% of the sample while female respondents are 39.3%. Some respondents (3.8%) did not provide information of their sex.

Source: Field Survey, January 2015.
33.3% of those that were surveyed by the study are below 20 years (as shown on table 1), 54.1% of them belong to the age group 20-30 years and 4.4% are above 30 years. However, 8.2% did not disclose their age.
Source: Field Survey, January 2015.
The study surveyed respondents of different education levels (as shown in table 3): many of the respondents (36.6%) are in 100 level, 6% are in 200 level, 300 level students are 18% of the sample and others (35.5% and 3.8%) are either in 400 level or they did not tell their levels respectively.

Source: Field Survey, January 2015.
Respondents were drawn from three faculties. Table 2 depicts that some of them (12.6) are in the Faculty of Social Science, 41.5% are in Faculty of Science and 42.6% are in Faculty of Arts. 3.3% did not disclose their faculties.

Table 1: Respondents’ Department

<table>
<thead>
<tr>
<th>Departments</th>
<th>Frequency</th>
<th>Percent</th>
<th>Valid Percent</th>
<th>Cumulative Percent</th>
</tr>
</thead>
<tbody>
<tr>
<td>Economics</td>
<td>3</td>
<td>1.6</td>
<td>1.7</td>
<td>1.7</td>
</tr>
<tr>
<td>Geography</td>
<td>5</td>
<td>2.7</td>
<td>2.8</td>
<td>4.5</td>
</tr>
<tr>
<td>Political Science</td>
<td>8</td>
<td>4.4</td>
<td>4.5</td>
<td>9.0</td>
</tr>
<tr>
<td>Psychology</td>
<td>2</td>
<td>1.1</td>
<td>1.1</td>
<td>10.2</td>
</tr>
<tr>
<td>Sociology</td>
<td>5</td>
<td>2.7</td>
<td>2.8</td>
<td>13.0</td>
</tr>
<tr>
<td>Biochemistry</td>
<td>6</td>
<td>3.3</td>
<td>3.4</td>
<td>16.4</td>
</tr>
<tr>
<td>Botany</td>
<td>4</td>
<td>2.2</td>
<td>2.3</td>
<td>18.6</td>
</tr>
<tr>
<td>Chemistry</td>
<td>15</td>
<td>8.2</td>
<td>8.5</td>
<td>27.1</td>
</tr>
<tr>
<td>Computer Science</td>
<td>7</td>
<td>3.8</td>
<td>4.0</td>
<td>31.1</td>
</tr>
<tr>
<td>Fisheries</td>
<td>15</td>
<td>8.2</td>
<td>8.5</td>
<td>39.5</td>
</tr>
<tr>
<td>Mathematics</td>
<td>12</td>
<td>6.6</td>
<td>6.8</td>
<td>46.3</td>
</tr>
<tr>
<td>Microbiology</td>
<td>9</td>
<td>4.9</td>
<td>5.1</td>
<td>51.4</td>
</tr>
<tr>
<td>Physics</td>
<td>6</td>
<td>3.3</td>
<td>3.4</td>
<td>54.8</td>
</tr>
<tr>
<td>Zoology and Environmental Biology</td>
<td>2</td>
<td>1.1</td>
<td>1.1</td>
<td>55.9</td>
</tr>
<tr>
<td>English</td>
<td>18</td>
<td>9.8</td>
<td>10.2</td>
<td>66.1</td>
</tr>
<tr>
<td>Foreign Languages</td>
<td>12</td>
<td>6.6</td>
<td>6.8</td>
<td>72.9</td>
</tr>
<tr>
<td>History</td>
<td>8</td>
<td>4.4</td>
<td>4.5</td>
<td>77.4</td>
</tr>
<tr>
<td>Philosophy</td>
<td>7</td>
<td>3.8</td>
<td>4.0</td>
<td>81.4</td>
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<td>Music</td>
<td>10</td>
<td>5.5</td>
<td>5.6</td>
<td>87.0</td>
</tr>
<tr>
<td>Theater Arts</td>
<td>17</td>
<td>9.3</td>
<td>9.6</td>
<td>96.6</td>
</tr>
<tr>
<td>African Languages</td>
<td>6</td>
<td>3.3</td>
<td>3.4</td>
<td>100.0</td>
</tr>
<tr>
<td>Total</td>
<td>177</td>
<td>96.7</td>
<td>100.0</td>
<td></td>
</tr>
<tr>
<td>Missing System</td>
<td>6</td>
<td>3.3</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Total</td>
<td>183</td>
<td>100.0</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Source: Field Survey, January 2015.

The table above shows that the respondents are from 22 different departments. 3 respondents are in Economics Department, 5 respondents are in Geography, 8 respondents are in Political Science, 2 respondents are in Psychology, 5 respondent are in Sociology, 6 respondents are in biochemistry, 4 respondents are in Botany, 15 respondents are in Chemistry, 7 respondents are in Computer Science, 15 respondents are in Fisheries, 12 respondents are in Mathematics, 9 respondents are in Microbiology, 6 respondents are in Physics, 2 respondents are in Zoology and Environmental Biology, 18 respondents are in English, 12 respondents are in Foreign Languages, 8 respondents are in History, 7 respondents are in Philosophy, 10 respondents are in Music, 17 of them are in Theatre Arts and 6 respondents are in African Languages. The department of 6 respondents is not known because they did not disclose it.

Test of Hypotheses
This section focuses on testing the hypotheses earlier formulated by the study. The test is done below:

**Hypothesis one**

**Ho:** There is no significant difference between the sexual behaviour of Lagos State University students that watch Big Brother Africa and those that don’t.

**Hi:** There is significant difference between the sexual behaviour of Lagos State University students that watch Big Brother Africa and those that don’t.

<table>
<thead>
<tr>
<th>Sexual Behaviour</th>
<th>Mean</th>
<th>Standard Deviation</th>
<th>T test</th>
<th>P value</th>
<th>DF</th>
<th>Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Watch Big Brother Africa</td>
<td>31.48598</td>
<td>12.17588</td>
<td>7.718579</td>
<td>0.000</td>
<td>178</td>
<td>Reject</td>
</tr>
<tr>
<td>Don’t Watch Big Brother Africa</td>
<td>19.46575</td>
<td>6.474485</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Source:** SPSS Data Sheet

The result of the t test is statistically significant at 5% (t = 7.7186, df = 178, p = 0 < 0.05). The result shows that those that watch Big Brother Africa have higher mean sexual behaviour implying that it influences their sexual behaviour. Thus, the null hypothesis is rejected and the alternative hypothesis which states there is significant difference between the sexual behaviour of Lagos State University students that watch Big Brother Africa and those that don’t.

**Hypothesis two**

**Ho:** There is no significant difference of subordination to authority between Lagos State University students that watch Big Brother Africa reality show and those that don’t.

**Hi:** There is significant difference of subordination to authority between Lagos State University students that watch Big Brother Africa reality show and those that don’t.

<table>
<thead>
<tr>
<th>Subordination to Authority</th>
<th>Mean</th>
<th>Standard Deviation</th>
<th>T test</th>
<th>P value</th>
<th>DF</th>
<th>Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Watch Big Brother Africa</td>
<td>40.3177</td>
<td>5.63111</td>
<td>1.222289</td>
<td>0.223</td>
<td>178</td>
<td>Accept</td>
</tr>
<tr>
<td>Don’t Watch Big Brother Africa</td>
<td>38.9726</td>
<td>9.12410</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Source:** SPSS Data Sheet

The result on table 7 shows that there is no significant difference between in subordination to authority of people that watch Big Brother Africa and those that don’t (t = 1.222, df = 178, p = 0223 > 0.05). Therefore the null hypothesis which states that there is no significant difference of subordination to authority between Lagos State University students that watch Big Brother Africa reality show and those that don’t is accepted and the alternative rejected.

**Hypothesis three**

**Ho:** There is no significant difference of xenophobia (segregation on Ethnic grounds) between Lagos State university students that watch Big Brother Africa and those that don’t.

**Hi:** There is significant difference of xenophobia (segregation on Ethnic grounds) between Lagos State university students that watch Big Brother Africa and those that don’t.

<table>
<thead>
<tr>
<th>Xenophobia</th>
<th>Mean</th>
<th>Standard Deviation</th>
<th>T test</th>
<th>P value</th>
<th>DF</th>
<th>Decision</th>
</tr>
</thead>
<tbody>
<tr>
<td>Watch Big Brother Africa</td>
<td>19.7757</td>
<td>8.534401</td>
<td>0.732798</td>
<td>0.4646</td>
<td>173</td>
<td>Accept</td>
</tr>
<tr>
<td>Don’t Watch Big Brother Africa</td>
<td>19.0274</td>
<td>2.153631</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

**Source:** SPSS Data Sheet

The test of the third hypothesis is not statistically significant at 5% (t = 0.7328, df = 178, p = 0465 < 0.05). Thus the null hypothesis which states that there is no significant difference of xenophobia (segregation on Ethnic grounds) between Lagos State university students that watch Big Brother Africa and those that don’t is accepted.

**Discussion of Findings**

In this study, four hypotheses were tested with T-test for independent measure. The result of the first hypothesis reveals a statistically significant difference in there is significant difference between the sexual
behaviour of Lagos State University students that watch Big Brother Africa and those that don’t (t = 7.7186, df = 178, p = 0 < 0.05). Thus, Big Brother Africa influences the sexual behaviour of students of Lagos State University. This finding is consistent with Daily Nation, 12 September 2003 cited in Jacobs (2007) reported that young people who claim to watch Big brother Africa watch housemates bathing in the nude and throwing up after hours of indulgence. The result also supports Osakue and Elo (2010) who revealed that Big Brother Africa featured obscene scenes of inmates having their baths as well as immoral interactions. This invariably affects the sexual behaviour of any young adult who watch Big Brother Africa.

The second hypotheses was not statistically significant at 5% (t = 1.222, df = 178, p = 0223 > 0.05). Thus, there is no significant difference of subordination to authority among Lagos State University students that watch Big Brother Africa reality show and those that don’t. That is, big Brother Africa does not in any way make students become in-subordinated to authority. The act of housemates sometimes questioning the authority of the organizers of the Big Brother Africa Reality Show has no reflection on the behaviour of viewers because the African believe of subordination to authority is more an issue of subordination to elders and less subordination to bosses. It was also not really perceived by viewers and thus has no effect on their behaviour and cultural values.

The third hypothesis is also not statistically significant at 5% (t = 0.7328, df = 178, p = 0465 < 0.05). Implying that there is no significant difference of xenophobia between Lagos State university students that watch Big Brother Africa and those that don’t. Thus, Big Brother Africa does not make anyone become a racist. It also does not make them segregate on Ethnic grounds. This is in contrast to regional segregation observed among the participants of Big Brother Africa Reality Show. The housemates to an extent, as discussed in the literature segregate crews relative to the region of Africa they emanate from. However, this was just a habit exhibited by them in a way that wasn’t really noticeable by most viewers. Thus, it does not in any way influence their behaviour.

CONCLUSION

In the 21st century, reality television has dominated our screens, it has become an essential part of our lives and entertainment. Reality television is degenerating our culture. It negatively impacts the viewers of the new generation when limited “reality” is present that occasionally is scripted and edited for entertainment purposes. When reality shows are interpreted as “reality”, the viewers’ viewpoints and their actions are affected.

Our youth tends to think, reenact, and endure the characters they perceive, enabling them to lose their sense of vital thinking and true emotions towards actual situations. The actions of these shows are infiltrating negative portrays of body image, graphic violence, and diminishing one’s actual viewpoint of reality. With these following aspects it is concluded that reality television is negatively impacting our society therefore it should be censored.

REFERENCES


SOCIAL WELFARE SYSTEM AND LABOUR TURNOVER:
A STUDY OF SELECTED BANKS IN ALIMOSHO LOCAL GOVERNMENT AREA OF LAGOS STATE

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ABSTRACT
This study examines the relationship between social welfare in organisations and labour turnover among selected banks in Alimosho local government area of Lagos. Effective management of any organization’s welfare system is undoubtedly one of the most complex and problematic issues organizations have to grapple with. This study tried to investigate the reasons for labour turnover, examine employees welfare packages/measures provided by the banks under study. The level of employees satisfaction with the welfare measures adopted by the bank were also interrogated. This study adopted the survey research design. The sample for this study were drawn from selected banks in Alimosho local government area of Lagos. 300 questionnaire were administered using the total population sampling methods but only 286 were adjudged suitable for analysis. The analysis indicates that majority of the respondents were of the view that the welfare system in an organization is a strong determinant of labour turnover. Majority of the staff 130(45.5%) in the selected banks strongly agreed that improving employee welfare will reduce labour turnover. A large proportion 219(76.6%) of the respondents intends to leave their job in search of a better offer. This study recommends that prompt payment of employees salary and improved working conditions will help to reduce high rate of labour turnover. Also, organizational work policies should favor both the employees and employers in the organization.

Keywords: Welfare, Employees, Labour Turnover

Introduction
The aim of private and public organizations is to increase and improve productivity with the main motive of maximizing profit. In ensuring that profit is maximized, these organizations need to adequately to reward employees who work at various levels in their organization. Welfare is a broad concept referring to a state of living of an individual or a group, in a desirable relationship with the total environment. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration.
Shubin (2008) sees it as additional incentives given to employees by management to increase their wages. Employee welfare includes various facilities, services and amenities provided to workers for improving their health, efficiency, economic betterment and social status. An employee’s welfare comprises of different components such as basic wages or salary, incentive or bonuses and benefits, which comes in both financial and non-financial ways (Lewis, 2001).

Labour turnover is the rotation of workers around the labour market, between firms, jobs and occupations; and between the states of employment and unemployment (Abassi & Hollman, 2000). In today’s competitive business world, it is considered to be an important task to manage labour turnover for any organization. People want diversities in their everyday life therefore seeks for new and challenging jobs with good welfare packages. The rate of labour turnover in organizations around the world today is quite alarming. Luthans (2008) noted that the days an employees working for a company for several years seems to be a thing of the past. There are a lot of challenges facing organizations and making it difficult for them to achieve high productivity. One is these is the high rate of labour turnover which often have negative effect on the organizations productivity.

Research has it that over 50% of all newcomers quit their job within few years (Cascio, 2003). This implies that despite the existing welfare system implemented by organizations, some employee still lack the desired level of satisfaction and motivation to give their best performance in a place but would rather go in search for organization with better remuneration. It is therefore important that organization should establish and adopt good employee welfare systems that can motivate employees to work hard and reduce high labour turnover. The rate of turnover is an index of organizational effectiveness. In human resources context, labour turnover is the act of replacing an employee with a new employee. Partings between organizations and employees may consist of retirement, death, transfers, and resignations. An organization’s turnover is measured as a percentage rate, which is referred to as its turnover rate. Turnover rate is the percentage of employees in a workforce that leave within a certain period of time. Despite an enormous literature on turnover in organizations, there is as yet no universally accepted account or frame-work for why people choose to leave.

**Literature Review**

**Social Welfare**

Social welfare is a term used in describing various services, benefits and facilities offered to employees by the employers. These welfare packages are not only monetary but also in kinds/forms. These include allowances, housing, transportation, medical insurance and food. Employee welfare also includes the working conditions, creation of industrial harmony through infrastructure for health, industrial relations and insurance against disease, accident and unemployment for the workers and their families. Through such generous benefits the employer makes life worth living for employees. Welfare includes anything that is done for the comfort and improvement of employees and is provided over and above the wages. Welfare helps in keeping the morale and motivation of the employees high so as to retain the employees for longer duration.

**Employee Welfare Schemes**

The employee welfare schemes can be classified into two categories which includes statutory and non-statutory welfare schemes. The statutory schemes are those schemes that are compulsory for organizations to provide as mark of compliance to the laws governing employee health and safety. These include provisions in industrial acts like Factories Act 1948, Dock Workers Act (safety, health and welfare) 1986, Mines Act 1962. The non-statutory schemes differ from organization to organization and from industry to industry. The very logic behind providing welfare schemes is to create efficient, healthy, loyal and satisfied labor force for the organization. The purpose of providing such facilities is to make their work life better and also to raise their standard of living.

**The Important Benefits of Welfare System**

Social welfare provides better physical and mental health to workers and thus promotes a healthy work environment. Facilities like housing schemes, medical benefits, education and recreation facilities for workers’ families help in raising their standards of living. This makes workers to pay more attention towards work and thus increases their productivity thereby reducing labour turnover. Employers get stable labor force by providing welfare facilities. Workers take active interest in their jobs and work with a feeling of involvement and participation. Employee welfare measures increase the productivity of organization and promote healthy industrial relations thereby maintaining industrial peace. It serves as an incentive to
motivate employees to put in their best efforts. Manufacturing and sales organizations, for example, use monetary incentives to attain higher levels of production or sales without hiring additional employees. Thus, labour costs are reduced and organizational profitability is increased.

Form of Administering Welfare in Organization
Each organization has peculiar way of administering welfare. According to Luthans (2000), they are often administered through financial and non-financial means.

a) Financial Form
It comes in monetary forms. The use of monetary reward has become indispensable in stimulating employees’ performance. In every organization, especially in the manufacturing sectors, the use of pay, bonus, compensation, profit sharing, etc has played a major role in motivating and retaining workers for higher performance and commitments (Osibanjo, Adeniji, Falola, and Heirsmac, 2014). Studies have indicated that when salaries of workers are paid consistently, then it motivates them for to work willingly without the use of coercion, while the absence of this leads to intention of workers to leave, absenteeism, labour turnover, pilfering, lower commitment and morale. Monetary incentive is mostly use to encouraged competent people to join and remain in the organization and to motivate employees to achieve high level of performance (Falola, Ibudunni and Olokundun, 2014; Oribabor, 2000; Ogunbamperu, 2004; Robbins, 2005). A study by Greenberg and Baron (2003): which focused on the significant influence of pay and other monetary-related variables on labour turnover affirmed that when workers who exerted greater efforts to performance and commitment are not adequately compensated and motivated financially, they tend to leave or quit the job. They include:

Base Pay: paying employees for work or time spent is one of the elementary necessities of business. It is a fixed salary or wages that constitutes the rate for the job. For manual workers, it is referred to as time/day rate. The money paid serves as a cost to the employers’ whiles to the employee it serves as revenue to spend outside the work place.

Profit sharing: Employees are given bonus at the end of the year. The rationale behind it is to give the employee a sense of belonging, which serve as an appreciation of the employee effort during the year.

Commission: this is the amount given to employees as a form of payment for individual’s level of productivity or sales. Apart from the above mentioned ways of administering welfare packages in financial terms we also have the following known as security benefit. They include pension, Bridge loans, Pre-retirement benefits and redundancy benefit.

b) Non-Financial: non-financial welfare often comes in form of benefits and performance incentives. Non-financial incentives are rewards that an individual experiences and are directly related to the job itself (Falola, et al, 2014; Kinicki and Williams, 2003). A fringe benefit is awarded to an employee apart from wages and salary. Lawler (2003) asserted that non-financial incentive give long term motivational effect.

Labour turnover
Labour turnover is an important feature of the labour market: for example, in OECD countries, approximately 10-15% of workers quit their jobs every year (OECD Economic Outlook, 1999). Labour turnover affects both workers and firms. The CIPD (2012) defines Labour turnover as the number of employees who leave an organization voluntarily or involuntarily over a set period of time, it is usually expressed as a percentage of the total workforce. This study will focus on voluntary turnover as this is the form of labour turnover that organizations and HR professionals are unable to influence. Employee turnover is the rotation of workers around the labor market, between firms, jobs and occupations, and between the states of employment and unemployment (Abassi & Hollman, 2000). Labour turnover that occur in any organization might be either voluntary or involuntary. Further there is need to analyze the number of workers who leave an organization and the reasons why they leave, so as to make improvements.

Factor That Increase Labour Turnover
i) Unfavorable Working conditions: The conditions under which a job is performed can be different from those completely comfortable to those very difficult and dangerous to employees’ life and health. Difficult working conditions can be influenced by external factors that include climate, drafts, lighting in the
workplace, noise and interference, gases, radiation, dust, smoke and other harmful factors. Subjective factors that include gender and age of the worker, fatigue, monotony, unfavorable posture during work can lead to labour turnover. Also, factors related to the organization of production such as duration of the work shift, work schedule, working time, workplace, excessive strain and so on. Difficult working conditions influence employees’ performances. It is therefore necessary to take measures to eliminate uncomfortable working conditions or, if not possible, to take appropriate safety measures. Safety at work is carried out to ensure good working environments that are without danger to life or health. It helps employees avoid accidents, injuries, occupational diseases and, or at least mitigate their consequences. In the context of safety at work, it also includes talking about equipment that employees use in their daily work. It is important that workers are trained on how to work with the equipment’s because poor handling of equipment often results in accidents. There is need to train employees and also orient them on the proper use of protective equipment and their personal protection.

ii) Lack of Interpersonal Relations: Good relationships in the workplace are essential ingredients of a good job. Lack of this often increase labour turnover. The workplace is a social environment. Employees are happier and do better when there is a sense of teamwork and companionship. When employees get along and work well together, there is lower turnover, less friction and better performance. Peer coworker relationships refer to relationships between employees at the same hierarchical level who have no formal authority over one another. The term coworker can refer to any individual with whom one works (including supervisors and subordinate employees). However, coworker relationships are often assumed to refer specifically to relationships among peer employees. The nature and quality of one’s relationships with peers has implications for both the individuals in the relationship and the organization as a whole. Cook & Crossman (2004) also argued that employer-employee relations play a strategic role in improving workers’ involvement, high performance, commitment and retention.

iii) Lack of Training and Development: Training and upgrading keep you on top of your game and can greatly increase chances for advancement. Training is related with current performance and progress of an employee while development is related with the future performance and progress (Miller, 2006). Training is anything offering learning experience (Paul & Anantharaman, 2003) Training helps employees to be more specific with their job and as a result increases employee job satisfaction and makes them work better. Southwest Wisconsin Workforce Development Board (2008:Online), states that job training means training in specific occupational skills provided by an employer at the job site to a hired individual, while that person is engaged in productive work on the job. It is argued by Buckley and Caple (2004:5) that by training, an employee can gain greater intrinsic or extrinsic job satisfaction. “Intrinsic” job satisfaction comes when an employee performs a task well and when he is able to exercise a newly learned skill. “Extrinsic” job satisfaction comes from extra earnings through improved job performance and enhancement of career and promotion prospects both within and outside the company. Good working condition will benefit the organization as it will improve employee work performance and productivity, decrease in wastage, less accidents, less absenteeism, lower labour turnover, and greater customer satisfaction. Meaningful work is an emerging factor for valued outcomes in organizations (Caudron, 1997; Towers Perrin, 2003). Towers Perrin (2003) indicated that meaningful work provides value for the organization as well as value for the employee and employer. This meaningful work is considered as a dividend to employee (Pocock, 2006). Job satisfaction cannot be separated from job training. It is the duty of managers to make work meaningful for their employees so that they can be satisfied with their job and in return to these employees will show positive response to the organization. (Ramayah, 2001). Lack of training and development in organizations often lead to labour turnover.

Ways Reducing Labour Turnover in an Organization
There are various means of reducing labour turnover in an organization. It could be done either through financial or non-financial incentive. But as far as this research is concerned just a few will be elaborated upon such as pay, promotion and recognition.

i) Pay: Money has motivational value. It seems logical to postulate that there are some relationships between pay and job satisfaction. Increase in pay would lead to increase performance. Heery and Noon (2001) defined pay as payment which includes many components like basic salary, benefits, bonus pay and other incentives. These include all types of financial and non-financial reward while Luthan (2008) organizational rewards takes different form including money (salary, bonus and incentives) recognition and benefits. Barton (2002) suggested that organization should take into account financial rewards like salary because it has strong influence on job satisfaction. Cowin’s (2002) indicated that pay is an important component to retain
employees in an organization because if they feel inequity between themselves and co-worker at the same rank in different organizations, they get dissatisfied and disappointed. Employee performance will increase if they are highly paid. Hygiene theory explains that salary is one of those hygiene factors which eliminate job dissatisfaction. Expectancy theory described that people put extra effort because they want to be rewarded in terms of money, promotion etc. Economically, man works and earns money which is then used more directly to satisfy needs, usually physiological for purchasing food, shelter, and clothing as well as for acquiring other good things of life. It is believed that a well-paid employee will see no reason to leave or quit his/her present job. Organizations’ that seek competitive and distinctive advantage must give ample room for increased pay, bonuses and higher wages and hence ensure organizational retention (Kiniicki and Kreitner, 2003). People work for organizations in exchange of money to satisfy their immediate needs. The pay which comes in exchange for work done gives employees a sense of satisfaction and eventually facilitates employee retention. When workers are well paid, they become reluctant to change jobs (Nelson and Quick, 2005). Therefore, it becomes important for any organization to achieve success, the monetary variables should be deliberately designed to be attractive and enticing and thus create the desire to join and remain with the organization.

ii) Promotion: It is human nature that in general that individual requires a change for the better and seeks to be more advanced than the current position they have obtained. Heery and Noon (2001) defined promotion as getting high status in work place by doing effective work. Pay and promotion are considered the most important elements of job satisfaction. Hence, Herzberg theory indicated that some components of motivation like growth, responsibilities, recognition, achievement and advancement also lead to job satisfaction and reduces labour turnover. Promotion is shifting from lower designation within an organization and usually increases in pay packages. Management should endeavor to promote staff when due in other to reduce turnover and retain staff. Cook & Crossman (2004) stated that employees get motivated to work when they get frequent promotions.

iii) Recognition: Recognition is the appreciation of employee’s performance in a formal or an informal way. Recognition lets employees know that their work is valued and appreciated. It gives employees a sense of ownership and belonging in their place of work. Recognition maintains a strong bond between motivation and performance and as a result the level of employee’s satisfaction stays very high almost all the time (Flynn, 2007). Recognition increases level of job satisfaction and satisfied employees are a valuable asset for any organization (Entwistle, 2003). Recognition is often considered to be of two major types, cash and non-cash awards. They appreciate when people like their work, make them participate in decision making, and value them. It is believed that employees get more motivated through recognition than money. Young people are more energetic and dynamic so they want recognition regarding their work than others. Maslow’s theory tells about the self-esteem need of employee, this theory shows that recognition; status, development and growth are the factors which lead to motivation and ultimately job satisfaction which reduces labour turnover. Herzberg theory indicated that recognition is one of those motivation factors which leads employee from no dissatisfaction to satisfaction and reduces labour turnover. Most people leave their job because they feel overlooked and neglected. When an organization shows interest in it employees, the employees tend to be happier, more productive, and more interested in their job and the task set before them.

iv) Compensation: is the reward that employees receive in exchange for their performance. It is concerned with wages and salaries, pay raises, and similar monetary exchanges for employees’ performance. According to Lawler and Porter (2009) compensation administered in monetary form is essential in that it determines the effort put in by the employee. An employee’s compensation comprises of three components i.e. Basic wages or salary, incentive or bonuses and benefits, which comes in both financial and non-financial ways, Lewis (2001). The issue of compensation goes beyond receiving financial benefit, but it also determines to a large extent the level of satisfaction derived by employees.

Relationship between social welfare system and labour turnover

The importance of social welfare system in reducing labour turnover in organizations cannot be overemphasized. Social welfare system in organization helps to retain competent employees in the organization. Although retaining competent workers is contingent on many factors, welfare policies help by maintaining a fair internal pay structure and by providing attractive benefits. Turnover is thus reduced, along with costs associated with recruiting, selecting, and training replacements. Social welfare system provides great satisfaction to workers and also helps in retaining them. It makes employees happy and contented and it brings about improvement in their general efficiency. It also helps in securing the willing cooperation of the workers, once they are satisfied, they will be less tempted to leave the organization. The welfare,
packages put in place by managers provide an attraction to the workers to stay longer on the job. In absence of such packages, the workers often leave the job in search for a better placement. Efficient workers can also search for better chances and may switch over to other establishments. In order to create permanent labour force, welfare packages are important in organizations. However, it becomes necessary for organizations to put in place the best strategies that will help to decrease the depressing factors, bearing in mind the principle of individual differences when it comes to satisfying their (employees) needs and requirements. Several factors have been identified to influence high job satisfaction in the workplace; amongst these are career development and progression, opportunities for growth, communication, training and other work related issues (Bennett and Minty, 2005).

Research Methodology
The study populations for this study were the staff of selected banks branch of Zenith Bank, UBA, Fidelity Bank, Sterling Bank, Diamond Bank, Skye Bank, Gurantee Trust bank, Ecobank, First bank, Access bank in Alimosho local government area of Lagos. The staff strength of the selected bank branches was 300. A total of 300 questionnaire were administered to the staff in the selected banks using the total population sampling method but 286 were adjudged suitable for analysis.

Data Analysis and Interpretation
The following research questions were tested and the results presented below
Research Question 1: What are the actual reasons for labour turnover?
Figure 4.1

The actual reasons for labour turnover

The data shown in the chart above indicates that poor salary will cause 96(33.6%) of the respondents to leave their bank, lack of career advancement will cause 70(24.5%) to leave, workload will cause 45(15.7%) to leave, poor working condition will cause 13(4.5%) to leave, lack of benefits will cause 37(12.9%) to leave, lack of recognition will cause 25(8.7%) to leave. Majority of the staff in the selected banks would leave because of poor salary.
Research Question 2: What are various employees welfare packages/measures provided by the banks under study?

Figure 4.2

What i like about my job in terms of welfare packages in place

The data shown in the chart above indicates that 17(5.9%) of the respondents said they like their job because it less stressful, 18(6.3%) said they like their job because of promotions, 14(4.9%) like their job security, 32(11.2%) like nothing about their job, 8(2.84) like the bonuses they receive, 70(24.5%) likes the environment/working condition, 5(1.7%) likes everything about their job and 122(43.7%) said they like the training aspect of their job.

Research Question 3: What is the level of employees satisfaction with the welfare measures adopted in the bank they work for?

Figure 4.3
The data shown in the chart above indicates that 58 (20.3%) of the respondents strongly agreed to leaving their job because they are not satisfied with the welfare system in their bank, 95 (33.2%) agreed, 68 (23.8%) undecided, 53 (18.5%) disagreed and 12 (4.2%) strongly disagree to leaving their job. From the table majority of the staff in the selected banks intend to leave their jobs because they are not satisfied with the welfare measures adopted by the bank.

Research Question 4: What are the possible solutions to improve employee welfare in reducing labour turnover?

Figure 4.4
The data shown in the chart above indicates 110(38.5%) of the respondents suggested that improved salary will help reduce labour turnover in organisations, 53(18.5%) suggest that organizational policies should favour employees, 37(12.9%) suggest motivating employees, 18(6.3%) suggest remuneration/bonuses, 28(9.8%) suggest promotion, 21(7.3%) suggest training, 19(6.6%) suggests flexibility. Majority of the staff in the selected banks sees improved salary as a remedy.

CONCLUSION
From the findings of this study, it can be concluded that social welfare system is very important in every organization. It reduces labour turnover in the organization. Without good social welfare system in an organization, employees would leave their job in search of better offers. Social welfare system plays a major role in motivating employees to perform their duties more efficiently and effectively.

In addition, less stress, motivating, training, good job security, good environment/working conditions will help to reduce labour turnover in any organization. High labour turnover leads to loss of most productive staff in the organization. This results in additional cost of recruiting and training new employees. Labour turnover affects the organization as the most productive staff often leave their job. The researcher notes that if employers pay attention to social welfare of their employees. It motivates them and makes them perform better on the job to achieve productive results. Productivity of employees will generate profits for the organization.

RECOMMENDATIONS
Premised on the findings from this study, it recommends that to reduce labour turnover, prompt payment of salary, remuneration, bonuses, benefits, adequate recognition and improved salary should be given to employees. These reduces labour turnover in every organization. There should be room for career advancement in every organization and every staff should be promoted when due. In addition, good working conditions will help to reduce high rate of labour turnover. Also, training and motivating will reduce labour
turnover in organization. Finally, organizational work policies should favor both the employees and employers in the organization.

CONTRIBUTION TO KNOWLEDGE
Employees should be made part owners of the organizations they work for as a measure of enhancing workers productivity and reduction in labour turnover. In this way their productivity, loyalty and productivity will be increased.
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DEMYSTIFYING THE X–BAR PHRASE STRUCTURE RULE

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Abstract
The X-bar theory is a major property of natural languages. Often times, the claim of the X-bar phrase rule and the conditions in which it applies makes its explanation and understanding difficult especially to language students. The essence of the paper is to demystify the intricacies in the theory and the notion of bar level and uphold the notion of head as the central idea.

Key words: rule, x-bar, specifier, head, complement

Introduction
X bar theory is the module of grammar that regulates constituent structure. X-bar theory was first proposed by Noam Chomsky and further developed by Ray Jackendoff in 1977. It aims at characterizing a possible syntactic configuration. In interaction with other principles of grammar, X-bar theory determines structural representations. Wilson and Keil remark that syntactic structure is defined in terms of two principles: i. Constituents are endocentric that is, phrases organized around a head (Projections of heads). In other words, a grammatical construction is said to be endocentric if it has an obligatory head or centre with one or more modifiers such that the head word determines the grammatical class. The implication of this is that an endocentric construction fulfils the same linguistic function as one of its parts. Endocentric constructions include phrases such as:

(a) Noun Phrases as in:
   The young teacher
   Intelligent students
   A beautiful wife
(b) Verb Phrases as in:
   Can Swim
   Has been Praying
   Will be held
(c) Adjectival Phrases as in:
   Quite sad
   In a black suit
   Along the sad
They are called endocentric because they are made up of a head word and other modifiers. Tarni remarks that there are times when there will be some confusion in deciding the headword (130). He gives blackbird and redcap as examples. He goes further to say that in blackbird; bird is the head, so it is clearly endocentric. But redcap is not a kind of a cap which is red in colour but a person who wears a cap of the specified colour. He further argues that since the construction is a singular noun, then, the construction is acceptable as endocentric (130). The headword which determines the grammatical class may or may not have an attribute. If the headword involves an attribute it is attributive or subordinate. If the headword does not have an attribute it is called a co-ordinate construction.

Subordinate Constructions
Subordinate Constructions have only one head. The head is the major word and other words in the construction are subordinate to the main word.
Examples include:
1. The oldest man in the world
2. As bad as that
3. Better than yours

Co-ordinate Construction

A construction is said to be co-ordinate when it involves two or more words with similar or equal status and none is dependent on the other for its meaning because either of the words can serve as the head. For example:
1. Men and women in the village
2. Buses and cars on the road
3. Doctors and nurses in the hospital

ii. Constituents are built up according to the Schema as shown in the diagram below

```
XP
  \_ Specifier
      \_ X^1
      \_ X^0
          \_ Complement
```

A head $X^0$ (a word or a possible abstract-morpheme) combines with one maximal projection, its complement, to form the intermediate projection. $X$ ($X$ – bar) or $X$. $X^1$ combines with another maximal projection, its specifier to form the maximal projection represented as $XP$, or as $X$ ($X$-double bar) or as $X^{II}$. The variable $X$ has two syntactic categories:
1. **Lexical Categories** as:
   a. N (noun)
   b. V (verb)
   c. A (adjective)
   d. P (preposition)
2. **Functional Categories** as:
   a. I (inflection)
   b. C (complementizer)

The implication of the lexical categories is that the properties of the head percolate along the projection line such that if the head is a V(verb), the projection will be a V(verb) Phrase. If it is a N(noun) head, it will project to a N(noun) Phrase and so on. As shown in these examples:
Noun Phrase

\[
\begin{array}{c}
\text{Specifer} \\
\text{N} \\
\text{N Complement}
\end{array}
\]

The description of the boy (complement)

Adjectival Phrase

\[
\begin{array}{c}
\text{Adj} \\
\text{Complement}
\end{array}
\]

Fond of her (complement)

Carnie observes that in English, almost always (though there are some exceptions) complement PPs take the preposition of. Adjuncts, by contrast, take other prepositions such as from, at, to, with, under, on, etc. He further comments that though, the test is not 100 percent reliable, it will help language students to tell whether they are complement or adjuncts for the vast majority of the cases (166). Finally, he gives the following illustration to buttress his point:

The book {of poems} {with a red cover}

*The book {with a red cover} {of poems}
It is important to point out that the type of specifier that appears in a particular phrase is a function of the category of the head. In other words, nouns collocate with determiners such as *the, a, numbers* etc. More so, while verbs occur with qualifiers such as *rarely, seldom, always, never* and others, adjectives collocate with degree words such as *quite, rather, very* and others.

(3) **Verb Phrase**

![Diagram of Verb Phrase]

Devoured (Head)
The goat (complement)

**Prepositional Phrase**

![Diagram of Prepositional Phrase]

in (head)
the bag (complement)

In English language, the head of an endocentric construction can come after the specifier. Moreover, the complement can follow after the head and finally the head can come after the modifier. This gives rise to the licensing condition for English. The above condition is shown as follows:
1. Heads are final with respect to specifiers (SPEC + N) for example:
   - The man
   - Those chairs
   - One way garage
   - Two dozen roses

2. Heads are initial with respect to complements and Adjuncts (N+Compl) for example:
   - Women with children
   - Men in Colleges of Education

3. Heads are final with respect to modifiers (MOD + N) as in:
   - Tall trees
   - Beautiful women
   - Tall dark contestants

Divergent Positions on the X-bar Phrase Structure
Different scholars share different opinions on X-bar phrase structure rule. Wilson and Keil quoting stowell hold that X-bar theory need not to be committed to the strong claim that all constituents are endocentric (898). Furthermore, Jackendoff maintains that X-bar format was mainly elaborated for the projection of lexical categories (53). He further opines that functional categories (inflectional Morphemes such as the tense and agreement of verbs, or functional words such as determiners or conjunctions) being integrated within lexical projections as specifiers (in a sentence) should be interpreted as an exocentric category, that is, a category without a head or as a projection of the verb (53). In all, Wilson and Keil citing Stowell and Chomsky observe that the X-bar format is extended to all syntactic categories, functional as well as lexical (898). Despite the positions of these scholars, the general notion of x-bar phrase structure remains that the head is an obligatory element in a phrase. Carnie refers to this as headedness (161). He goes further to say that the property is called endocentricity. In addition, Carnie remarks that with the exception of the determiner in the NP rule, all non head material in the rule is both phrasal and optional (161).

Conclusion
The paper has tried to demystify the intricacies in X-bar phrase structure rule. The paper shows that the head is an obligatory element of a phrase which can function as heads in nouns, verbs, adjectives and prepositions. It has equally explained that where a complement is found in the phrase, it is a sister to a head which may be a noun, verb, adjective or preposition.

Works Cited
THE LOGIC AND ILLOGIC OF THE “DOCTRINE OF CHANGE” IN NIGERIA’S FOURTH REPUBLIC

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Abstract
The Nigeria’s Fourth Republic displays gargantuan contradictions under various administrations of the ruling party that governed the state since the emergence of the Fourth Republic in 1999. The contradictions, stemming from the ills of corruption, greed and a gradual movement of the country towards a failed state made the masses dissatisfied with the status quo and thus sort a change in the political configuration of the country. Making use of library research and content analysis, this paper carefully clarifies the theoretical undercurrents that can aid a holistic understanding of the logical drift of the country towards change, and identify the element that makes a conceptualization of change illogical within the framework of the Marxian class struggle. It was discovered that, the logicality of change is connected to the accumulation of contradictions among the classes, while the contemporary stress on the socio-political and economic life of the country are major factors dwarfing the spontaneous manifestation of change. The paper concluded that giving the contemporary realities in the Nigerian state, expectation of spontaneous change holds an illogical conceptualization of the doctrine of change while a gradual reconfiguration of the state holds a logical avowal of the doctrine of change. The paper recommend that efforts should be directed towards closing the circle of perpetual corruption and establish policies that can drive development, diversify the economy, and adopt a systematised approach to tackle insecurity, and then Nigeria would have set out on the road that brings hope in the new horizon.

Keywords: Logic, Illogic, Marxism, Doctrine of Change, Nigeria’s Fourth Republic

Introduction
The democratic experiment of the Nigerian state has witnessed several hiccups, most especially by the incessant visit of the military into the political terrain of the country. The military coup aborted the First Republic by the first two coups of 1966. Democracy seemed to have embarked on a journey of no return until 1979 and just after stability was returning, the military again breached the Second Republic in December 1983. The constant pressure from the domestic and international communities however led to the re-establishment of democratic rule in 1999. This ushered in the Fourth Republic which laid the foundation for the contemporary democratic dispensation of the Nigerian state.

The re-emergence of democracy was believed will correct the ills of the military administrations, and restore the battered image of the country in the international system. The 1999 general election bequeathed gains to the People’s Democratic Party. And subsequently they held on to the gains as they continually sought to maintain the status quo in the political administration of the federation. This placed the party as a decisive element that controlled and presided over the affairs of Nigeria. Drunk with the ecstasy of power, the party largely sought to appropriate and allocate the scarce value among the few
members of the elite. Igbuzor (2015) reveals that the world has manifested enormous changes especially in terms of economic configurations. Opining that the “global economic wealth has increased sevenfold and average incomes have tripled; yet, poverty has increased to record high levels. The major problem is that wealth is concentrated in the hands of a few people while majority of the people live in abject poverty.” The gap between the haves and have-nots had widened tremendously as the gains arising from the economy continue to be distributed among the few elite, coupled with the fact that the masses had become largely dissatisfied with the status quo and the various policies that sought to place burden on the Nigerian masses were greatly rejected. The All Progressive Congress (APC), in recognising these facts rose up with the mantra of change as a political strategy for contesting the 2015 General elections.

In the Marxist persuasion, change is inevitable in human society, since there is an inevitable contradiction among classes. These inherent contradictions when at its climax bring about unavoidable change into the system of any society. In line with this view, Igbuzor (2015) argues that change manifests in any society when the conditions for change are apt. In his words, “for change to occur …society requires the presence of objective and subjective conditions. Objective conditions exist when situations are evidently abnormal with huge contradictions which can only be resolved by change. The subjective conditions are the organizational preparations required to bring about change.” Within the framework of dialectics inherent in any society, this paper holistically examines the logic and the illogic of the doctrine of change in the Nigerian Fourth Republic, using class struggle and contradictions carefully painted by Marxist scholars. Thus, the paper is divided into six sections. Following the introduction, the theoretical issues are put into proper perspective. The third section examines the prelude to the Fourth Republic. The fourth section interrogates the doctrine of change and the fifth section bridges the gap between theory and reality. The last section concludes the essay and proffers relevant recommendations.

**Analytical Framework: Marxian Class Struggle**

Developed from the writings of Karl Marx and his associate, Frederich Engels, Marxism represent a scientific study of the society and of the inherent conditions that necessitate societal development and the ultimate progression towards communism as the final stage of societal development. Marxism is a broad pack for scientifically analysing the society. It takes into consideration the political economy dimensions of society and the important place of class in the society, and the basic concepts that are imperative in any discourse of Marxism include dialectics, dialectical materialism, historical materialism, class struggle among others.

**Dialectics:** Engel essentially identifies the basic features of dialectics to include, the law of transformation of quantity into quality, the law of the negation of the negation and the law of the interpenetration of the opposites (Engel, 1883). Dialectics in this view holds that there are inherent contradictions in nature, and that the conflict of the opposites and the interpenetration of phenomena in nature is what accounts for development in nature. Thus the application of the dialectical principles in materialism is what informed what Karl Kautsky conceptualizes as dialectical materialism (Encyclopaedia of Marx and Engel, 2008).

**Dialectical Materialism:** Dialectical Materialism is a way of comprehending the material existence in terms of dialects. The methodology constitutes the combination of dialectics and materialism. It presents a way of understanding reality and the mechanism for change and development in the material world (Encyclopaedia of Marxism, 2008). Engel describes dialectical materialism in comprehensive terms, pointing out that the entirety of dialectical materialism holistically seeks to explain an eternal cycle in which matter moves, a cycle that certainly only completes its orbit in periods of time for which our terrestrial year is no adequate measure, a cycle in which the time of highest development, the time of organic life and still more that of the life of being conscious of nature and of themselves, is just as narrowly restricted as the space in which life and self-consciousness come into operation. a cycle in which every finite mode of existence of matter, whether it be sun or nebular vapour, single animal or genus of animals, chemical combination or dissociation, is equally transient, and wherein nothing is eternal but eternally changing, eternally moving matter and the laws according to which it moves and changes (Engel, 1883).

His assertion seeks to offer a comprehensive analysis of the inexorable and inescapable influence of dialectics in the world of matter, the mechanism that carefully drives development and changes in every finite mode of existence in the world of matter. Engel thus, recognises that every finite mode of existence continually changes, continually wears a new form and continually evolves into a finer element and a more
matured and refined state than it was at the beginning of its journey towards self-development and self-consciousness. The application of such principle and methodology to the study of the society formed the foundation of historical materialism or the materialist conception of history. Consequently, within the context of this work, dialectical materialism will aid an understanding of the effects of contradictions in a society.

**Historical Materialism:** The application of dialectical materialism into the study of human society is what generated the concept of historical materialism. Although, Karl Marx himself never made use of the word historical materialism, on the contrary, he speaks more about humanism and naturalism in describing his thought as regards the development of the society and the means by which man seek to survive in nature. Accordingly he considers the economy as the basis and soil of the struggle for survival (Fromm, 1961). Marx started by examining the fundamental necessities for survival in nature. Man needs to feed, and shelter for himself, but he is only able to achieve this by making use of what already exist in nature as a result, man seeks to produce from out of nature the means for his survival and sustenance (Ake, 2008). However it is pertinent to note that such a production is not attainable outside a form of relations of production. As noted in the encyclopaedia of Marxism “humans cannot produce outside of a social structure, whether a nation or family- relations of production exist for all producers”. Since it is not possible to holistically produce all the basic need for social existence, man enters into a definite relation of production.

In the view of Marx this activity of the struggle of survival takes place in the economy. And as such he describes the economy as the sub structure of the society upon which other activities are anchored. Hence to him, religion, politics among others are to be recognised in the realm of the super structure. The economy as a result holds vital position on all other activities that takes place in the society. Consequently, it is that change in the nature of the economic system (sub-structure) will necessitate a change in the super structure of the society (Marx, 1858). Historical materialism therefore holds that the dialectical nature of society is the basis of its “law of motion of development” (Encyclopaedia of Marxism, 2008). In other words, the contradictions in the society with key contents such as the transition from quantity to quality, the law of unity and conflict of opposites and the law of the negation of negation are the basis of societal changes and development. Marx expanded this argument by presenting in details how this manifest in the society. In his thought, the nature of the mode of production is crucial to understanding the developmental process of the society. As man seeks to reproduce what nature offers there arise division of labour in the society where people do different jobs. The ownership of the instruments of production and the materials of production (means of production) consequently become decisive in defining the relation of production and this further stratifies the society into class. With emergence of class however, there also exist a definite type of social relations of production or a relation of the “propertied class”. A definite form of relationship between, the owners of the means of production and those who do not own means of production “the haves and the have-nots”

**Class Struggle:** Lenin opines that, “it is common knowledge that in any given society, the striving of some of its member’s conflict with the strivings of others, that social life is full of contradictions and that history reveals a struggle between nations and societies” (Lenin, 1914). He further argues that “the conflicting strivings stem from the difference in the position and mode of life of the classes into which each society is divided” (Lenin, 1914). Consequently, there arise struggles between the classes existing in a given society, struggles which result into revolution and a breakdown of the existing relations of production. However this is also dependent on the changes experienced in the productive forces of the society which comes at a definite stage of a given mode of production. Hence, in the words of Marx, “The history of all hitherto existing society is the history of class struggles,” (Marx, 1847). He observes that each epoch usually contains its own internal contradictions, which eventually leads to its disintegration. Class plays a key role in Marxian analysis, as Marxists believes that society is systematically prone to class conflict and that the main conflict is usually between the bourgeoisie (the capitalists) and the proletariat (the workers). This class conflict is generated as a result of the uneven distribution of the means of production (of economic endowments). Thus the unequal nature of relations in the substructure necessitates conflict and a change in the superstructure. Class struggle is, for Marx and Engels, an undeniable premise because there have been always two contrary groups: the oppressors and those who are oppressed; the untouchables and the wretched of the earth (Fanon, 1963). Claude Ake (2008), in his work “A Political Economy Of Africa” argues that, those “who are economically privileged tend to be interested in preserving the existing social order; and those who are disadvantaged by the social order; particularly its distribution of wealth, have a
strong interest in changing the social order...” It is within this framework, that this work seeks to carefully explain the theoretical undercurrents that can aid a holistic understanding of the logical drift of Nigeria towards change, and identify the element that makes a conceptualization of change illogical. This paper looks at class from the standpoint of, ruling and opposing political parties as well as from the stance of the have and the have-nots.

The Nigerian’s Fourth Republic:

The Nigerian state upon gaining independence in October 1, 1960, made several attempts towards the sustenance of democracy. In all, four constitutions have been designed over time, to guide the affairs of the country (1963 Republican Constitution, 1979, 1989, and 1999 constitutions). The intermittent drafting of constitution was ineludible giving the constant breakdown of the young republic by the military. Consequently, the experience of the Nigerian state courtesy of the military has so far been broken into four republics. The Fourth Republic however emerged in 1999, when with the death of General Sani Abacha in 1998, the hopes for the re-instalment of democratic ethos was high among all in the Nigerian state (Iroanusi, 2000). The administration of General Abdulsalami Abubakar promised to move the political system back to a civilian rule and as such the administration laid down the parameters for transition to a democratic/civilian government and this process ended with the February 1999 general elections (Iroanusi, 2000). As a result, the transition brought General Olusegun Obasanjo to power under the umbrella of the Peoples Democratic Party. The administration filled with enormous vitality sought to correct the ills of the military regimes, the President embarked on what scholars conceive as shuttle diplomacy in an attempt to polish and reposition the image of the Nigerian state in the international system. Domestically the administration sought to promote democratic liberal ideas and also reposition the authoritative allocation of scarce values as distinct from what was obtained under the military. Subsequent elections became an easy assignment to juggle for the incumbent party. In line with this view, Niyi Osundare rightly argues that, incumbency became a lifelong endowment where only fools and weaklings allow themselves to be beaten at the polls. In his words, there arose a process whereby “incumbency is the surest source and guarantee of further/longer incumbency” (Osundare, 2015). Hereafter, filled with the ecstasy of power, the party dwindled and became ever more relaxed in delivering the wide expectations of the dividends of democracy. Subsequent administrations under the umbrella of the ruling party were ineffective in delivering and effectively allocating the scarce values. Consequently, from one administration to the other under the ruling party in the Fourth Republic, the existing gap between the contradicting classes of the “have and the have-nots” widened tremendously (Osundare, 2015; Igbuzor, 2015). This gathered increased momentum under subsequent administrations, thus, making scholars conclude that under subsequent administrations the concept of middle class in the Nigerian state died out.

In other words, corruption became a cliché in the lexicon of affairs of the Nation, as political class sought all means to accumulate resources to their circle. Accordingly Patrick Utomi rightly classified Nigerian politicians into two groups, the first one consisting of those who are keen and committed to the development of Nigeria, and those who venture into politics for self-enrichment (Utomi, 2007 cited in Ferreira, 2009). However, the majority who are continuously active in the political administration of the Nigerian state are dominated by individuals who bath in the stream of the second category (Ferreira, 2009). In describing the nature of the political class in Nigeria, Ferreira recounts several confessions of corruption made by members of the political elite. As captured by Ferreira, while delivering a lecture at Babcock University in Ogun State Nigeria, Orji Uzor Kalu a former governor of Abia State confessed that, “what we have succeeded in doing these 44 years after independence is to…loot the treasury, rig elections, engage in corruption and suppress the rights of the less privileged” (Kalu, 2004 cited in Ferreira, 2009). Also while delivering a lecture at the Obafemi Awolowo University Ilé-ife Nigeria, in 2007, Ken Nnamani a past Senate President in Nigeria “decried the corruption of the political and constitutional system...he confessed that the political parties lacked ideology and are in fact organisations that are built around a “cult of leaders”. He did not go far enough to state the truth that those cults are not for national development but self-enrichment at the expense of the ordinary Nigerians” (Ferreira, 2009: 54). The Haliburton 180 million dollar scandal, the 15 billion customs scandal in 2011, the 74 billion naira Aids Fund Scam between 2003-2009, the River Basin Development Authority 30.6 million naira Salary Scam in 2008, the 5 trillion unremitted Funds Fraud issue raised in 2009, the 12.5 billion naira Ghost Pensioners scam issue in 2011, the Alaoji pipeline fraud (1.3 billion naira ), the power sector 16 billion dollar scam, and the more recent USD$2.1 arms deal tagged “Dasuki Gate” among others, all bears testimony to the onward march of corruption in the Nigerian state (Nwaze, 2011; Ekpu, 2016). Niyi Osundare (2015) observes that under the ruling party “corruption seemed to be the grand open sesame to the chambers of power, the prime
qualification for the most important appointments, the tie which bound the powerful and the ruthless.” He further noted that “rather than serving as that high temple of state from which all goodness flows,... presidential villa became the bulwark of the beastly, the den of the desperado, the last, unfailing refuge of fugitives from justice” (Osundare, 2015). It was therefore possible for a Minister of Aviation to squander 1.6 million dollars on the purchase of two bullet-proof cars for safety and comfort of her royal self, and found a safe haven in Aso Rock (Osundare, 2015). Hence, Folarin (2014), argues that the “deep-seated nature of corruption and its drawbacks have earned Nigeria all manner of rankings by the eagle-eyed and whistle-blowing global corruption monitoring agency, Transparency International (TI), which once placed Nigeria as the fifth most corrupt nation among over 100 countries of the world sampled”. Furthermore, in spite of the wealth of natural resources available to the Nigerian state, these resources have been under-utilized and the gains arising from those utilized have been greedily dissected among the few who constitute the core of the political class. Ferreira (2009) reasons that, there are over 112million Nigerians belonging to families that live on less than 35 dollars per annum, whereas the ruling political class keep increasing their allowances and indulge in the act of looting and money laundry. Thus, Otiw Nwaze concludes that “the ruling party, through the government which is composed of the cream of our political elite, frequently mops up fund for itself under various guises, including bogus contracts and that loyal party men are carefully chosen to execute the scheme and make the required amount available on a timely basis” (Nwaze, 2011). Alongside this fact, the government designs policies which are arguably aimed at long term development but without adequately and constructively considering the short term realization and absorption processes. As a result, it became plausible and logical for the populace to reason that these policies merely increase the availability of funds to be shared and looted by the top echelons of the political class, which further widens the existing gap between the two conflicting classes, and as well seeks to make life harder for the Nigerian lower class. An interesting scenario that essentially captures this reality is the oil subsidy saga that stormed the affairs of the Nigerian state in 2011. This policy to remove the subsidy on oil was greatly rejected and revolted against by the Nigerian masses, as they believed that the policy will only increase the availability of funds to be looted, impoverish the poor, and further cement the existing gap between the contradicting classes.

Consequently, the better part of the sixteen years of the Fourth Republic in Nigeria witnessed, widespread corruption, concentration of wealth in the hands of a few, endemic and stifling progress (Igbuzor, 2015). Nigeria became a nightmare, a heap of contradictions and a fairyland in which as essentially captured by Niyi Osundare, Nigeria was under the guidance of “a government that saw no difference between wrong and right, fair and foul, the decent and the decadent, the civil and the evil; a president that saw no connection between stealing and corruption; a leader who felt so blissfully at home with dubious people and fugitives from the Law.” Consequently, stemming from the variegated issues and contradictions, the oppressed/lower class attained the climax and thus perceived the need for a break away from the status quo (Igbuzor 2015; Osundare, 2015). “Every thinking and feeling human being knew for sure that four more years of the PDP government would reduce Nigeria to a state more horrifying than the one the world had ever witnessed in the failed states that litter the African landscape.” (Osundare, 2015).

In the midst of this hurly burly, and dissatisfaction with the status quo came the opposition party with the doctrine and mantra of change.

THE DOCTRINE OF CHANGE
The doctrine of change represents the campaign mantra of the opposition All Progressive Congress (APC), in contesting the 2015 general elections. The APC after a successful merger in 2013 began to ruminate on the various strategies that can be effectively employed to rescue the declining political space of the Nigerian state and also to unseat the “perceived evil” that torment the nation (Odigie-Oyegun, 2014). The party had studied the development of events in the country under the administration of the ruling party from the emergence of the current democratic dispensation in 1999. John Odigie-Oyegun the party chairman disclosed that:

When this democratic dispensation commenced in 1999, the federal government that emerged did not tell Nigerians what its vision was for the country; because the party that formed the government had none. And without a vision, that party at the centre has led Nigeria from one crisis to another, lurching deeper into political anarchy, economic decline and social disillusionment (Odigie-Oyegun, 2014)

The party therefore caught sight of the entire process of dissatisfaction with the status quo by the Nigerian masses and within the context of the failure of the ruling party carved out a dynamic manifesto in campaigning for power in the 2015 election. The party observed that, from the inception of the Fourth
Republic, the Government at the centre has become largely identical with incompetence and corruption, in which “public resources have been grossly mismanaged and there has been a steady decline in its ability to address the myriad of socio-economic and political challenges” (Odigie-Oyegun, 2014).

Therefore, in view of the high level of dissatisfaction and distrust in the government by the populace that has been suffering immensely under the scourge of corruption, the party reasoned that “There is an urgent need to institute radical reform of the Nigerian Government based on Good Governance precepts – transparency, accountability, fiscal responsibility, the Rule of Law, human rights, civil and political liberties.” (Odigie-Oyegun, 2014). Beckoning on the masses to ensure they “install a government whose leaders are responsive to the needs of Nigerian citizens and delivering effective and efficient services to citizens equitably in all the three branches of …governance”(Odigie-Oyegun, 2014). Hence after extensive consultations and brain storming, the party thus emerged with the slogan of Change, which was then to cloak and drive home the manifesto of the party to the Nigerian citizens. Consequently the party manifesto which essentially embodies National Security, Good Governance, Human Capital Development, Economic Development, Land and Natural Resources and Foreign Policy as identified by Odigie-Oyegun, in the introductory page of the party manifesto, became cloaked and sold out in the doctrine of change.

**Approximating Theory to Reality**

The Nigerian state has experienced a fundamental change in the successful transition of political power from a ruling party that has held tenaciously and ruled the political space since the inception of the Fourth Republic in 1999 to an opposition party. This became possible as there was a ruling political party that had become successful in widening the gap between the poor and the rich, through excessive accumulation and allocation of wealth to its circle, a party “whose unprecedented corruption and ineptitude had already damaged the destiny of the country, but which lived under the perilous illusion of its indispensability, even inevitability.” (Osundare, 2015). On the other hand there was “an opposition party that emerged from a mongrel conglomeration of competing interests just months before, emerging as a cohesive, well- articulated political machine ready to lock horns with the hysterically hyped ‘largest political party in Africa’.” (Osundare, 2015). In addendum, as the class dialectics became more pronounced among the parties, the citizens became drawn into the vortex of dialectical current. The masses became ever more conscious of the detrimental nature of the relationship between the haves and the have-nots, carefully designed by the ruling party which favours and further cements the existing gaps between these sets of classes. This brought home the message of dissatisfaction with the status quo to the Nigerian citizens. The masses had reached the climax of the capacity to indulge the weakness and failures of the hitherto ruling party, thus it became logical and affordable for the Nigerian populace to buy the doctrine of change sold out by the opposition party. Hence, a systematized revolution against the system cloaked in the wings of election became manifest.

However, a fundamental question to be asked, is that, upon victory by the All Progressive Congress, how plausible is the doctrine of change in view of the variegated challenges steering at the socio-political and economic life of the Nigerian state? In view of the ills of corruption eating into the fabric of the nation, the security challenges, the prevailing circumstances surrounding the international politics of oil resources, the collapsing infrastructures, unemployment among others, how does the new administration holistically deliver the promise of change to all and sundry expectant of it? The populace demands and are expectant of spontaneous change, a complete transformation of standard of living. Oladipupo (2015) argues that, “despite campaigning under the slogan of “change”, nothing has actually changed other than the political party in charge of the central government. Campaign promises before the elections are yet to be achieved….” The elections conducted under the new administration so far reveal the retarding nature of the efficiency of the national electoral body. Coupled with this, he observes that “there has been no significant policy change…The national assembly for instance has been caught promoting self-serving bills such as the one that was to regulate the use of social media among citizens” (Oladipupo, 2015), whereas expectations are in the directions of bills geared towards regulating and stabilizing the Nigerian economy and cutting down by all possible means the luxury and expenses of government officials to be promoted as opposed to the anti-people’s bill (Oladipupo, 2015).

Furthermore, the fact is not contestable, that the Nigerian economy has anchored its existence on the benevolent streams of oil resources. The Nigerian state is largely dependent on oil resources as the nation strives to manifest her ambitious foreign policy and realize the promised change. Dependency on oil resources means that the attainment of ambitious roles is tied to the apron strings of the international price of oil resources. Consequently, unfavourable conditions in international oil price amount to a narrowing of
the possibilities of achievement for the Nigerian state. This becomes evident as the nation is struggling to cope with the continual crashing of oil prices in the international system. Thus Oladipupo (2015), affirms that, “with the overdependence on oil, Nigeria faces its worst economic crisis in years.” This has impeded the possibility of a spontaneous realization of the doctrine of change in the Nigeria state.

Recommendations and Conclusion

From the foregoing, it becomes unequivocal that the doctrine of change is yet to become manifest in so many aspects of the Nigerian state, the continuous harsh economic conditions, skyrocketing prices of commodities, selfishness of the political elite, epileptic power supply, insecurity, terrorism and even scarcity of petroleum among others still linger on. Negative howling continues to ring out as the masses lament about the lack of fuel, electricity, and money (Newtelegraph, 2016). Thus, at a time when “Nigerians are expecting respite from the pangs of the lingering fuel scarcity in the country, Minister of State for Petroleum, Mr. Ibe Kachikwu, has dashed their hopes, stating that he was not a magician to make the queues disappear overnight” (Nwabughigou, 2016). All these mean that the Nigeria state is going through a lot of socio, economic and political stress which are dwarfing the possibilities of spontaneous change in a progressive direction. And as such, in order to manifest the desired holistic change in a progressive direction, the state, can no longer afford to stray away from dynamic policies that can rejuvenate the system, the state can no longer afford the retarding conservative attitude towards development. On the contrary, the government must take adequate, dynamic and extra effort to propel the economy towards development and stabilization.

The issue of corruption must be sufficiently stamped out, to give the Nigerian political system the possibility of developing. Efforts should be made to bring about the stabilization of power supply as this will bring down the cost of production of many enterprises and consequently bring about a consumer pocket friendly price to certain commodities. “As the citizens brace up for tough times ahead, the Nigerian leadership must also sacrifice. Public officials cannot be seen to be living large at tax payers’ expenses while the average citizens continue to groan” (Oladipupo 2015), the extravagant salary scheme should be reconsidered such that it conforms to contemporary realities of the economy.

Furthermore, for as long as the capacity for achieving the ambitious policies that can drive the realization of progressive change in Nigeria is tied to the apron strings of oil resource, the country will find it difficult to manifest a progressive change and then only wallow in retrogressive change this means that, the ruling class will again be displaced when the contradiction gets to its peak. The government should therefore make earnest efforts towards diversification. Strategies should be institutionalized to diversify the economy, the government should seriously consider exploring solid mineral resources, tourism, sustainable agriculture, movie industry, leather works among others and then after exploring should form a “triadization” of specialities in terms of comparative advantage. This means the government will then clearly focus on three main aspects that come easiest to appropriate as it also dangles the pendulum of her oil resources before the world. With these parameters carefully instituted, progressive change will reveal itself gradually to the Nigerian political system. In conclusion, giving the contemporary realities in the Nigerian state, a spontaneous approach to change will amount to a superficial kind of change. The government thus need to deal decisively with the ills of corruption eating up the fabric of the nation and lay the foundations for sanity into the public sector which can then further consolidate and uphold the various strands of change that are to be implemented in the political system. Expectation of spontaneous change holds an illogical conceptualization of the doctrine of change within the context of the Nigeria political system, while a gradual reconfiguration of the state holds a logical affirmation of the doctrine of change. Therefore, the road map to the realization of change should be carefully followed by the government. Following this, if the government institute sanity into the public as a whole and put in efforts to close the circle of perpetual corruption and establish various policies that can drive development, diversify the economy, and adopt a systematised approach to tackle insecurity, then Nigeria would have set out on the road that brings hope in the new horizon. Therefore, the government and the people of Nigeria must understand that change is a process and must be prepared to go through the process to bring the progressive change into reality. Herein rests the logic and the illogic of the doctrine of change in Nigeria’s Fourth Republic.
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DOCUMENTATION AND REVIVAL AS LANGUAGE REVITALIZATION TOOLS: THE CASE OF IRU MGBEDE IN IGBO CULTURE

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Abstract
Norms and values of any society serve as behavioral principles set to mold humans in such communities. The secret to a successful human/individual molding lies in the effectiveness of speech used in transmitting information. Speech patterns in use as norms and values during the Iru mgbede cultural grooming of some Igbo communities are reviewed in this paper as one sustainable approach to eliminating marital lapses caused by a lack of basic acquisitions of cultural values among women and a means of reviving Igbo speech patterns for posterity. In view of this, this paper examines the consistent indigenous speech patterns used in the transmission of these cultural norms. Data for the work were mostly collated from an oral interview randomly conducted among females between 50-108 years of age from different Abia, Anambra, Ebonyi, Enugu and Imo states in the Eastern part of Nigeria. Written texts were also consulted. The Social Norm Theory (SNT) approach being a multidisciplinary framework was adopted for analysis of the generated data. Findings reveal that the high rate of socio-cultural aberrations like marriage failure results from a lack of cultural norms and values instilled through constant related speech patterns. The paper recommends a one on one self-actualization dialogue of innate potentials attainable only through the peaceful co-existence of spouse and children achieved through early interactions as best practices for stabilizing marriages and revitalizing Igbo language.

Key words: cultural norm and values, indigenous speech patterns and Iru Mgbede

Introduction
Language can be likened to an olive tree whose branches break off when its environment detests it. Suffice it to mean that the term language envelopes all forms of human activity including culture. Culture; be it material or non-material provides a major platform on which individuals of a given community pattern their social behaviors. In Africa, social behaviors of individuals seems to be patterned from a traditionally acquired personal understanding (Okumammi, 2008) derived from existing norms and values. His view suggests the fact that every individual’s psyche is patterned by the individual’s consistent practice of speech patterns, taboos, abominations, moral conducts and traditional worship system which shapes the individual’s activities in his society. In a multi-tribal nation like Nigeria, each tribe patterns their social behaviours in tandem with their cultural beliefs, norms and values. The Igbo cultural society located in the Eastern part of Nigeria is one of its many tribes. Norms and values being those cultural heritages emulated through speech and actions of older people within a social community are viewed as those ideologies and moral conducts endorsed in a social environment and conveyable through speech.

In the Igbo cultural society, their values and norms serve as a guide to their social etiquette; these values are therefore revered with a high sense of decorum and integrity (Iwunze and Adindu, 2008) relished through consistent usage in speech.

A family being the substratum of the society, mothers are assumed to have 75% influences if not more over their children’s social conduct (personal interview) and as such can perpetuate the values of their cultural societies faster. If these norms are transmitted through mothers to the family members and upcoming generations by using and instilling the specific vocabularies appropriately in regular conversations, narrations or legendary, the speech patterns of these cultural norms will be better preserved.

Igbo mothers are specifically patterned to transmit these cultural responsibilities regularly through an informal system of education known as Iru mgbede. As such, social etiquette like cheerful greetings, I’m sorry when you are wrong, thank you, receiving things from elderly ones with two hands or at least the right hand, resisting fighting in public places, good sitting postures, respect for marital guidelines, not desecrating one’s virginity, guarding their temperaments diplomatically even in the midst of chaos among others are
commendable values that should be preserved in documentation. However, the conquest of the Igbo cultural values by modernization has influenced some of this cultural etiquette and codes of conducts enshrined in their speech patterns as they seem not to be revered any longer within the Igbo cultural society hence a reinstitution of such symbols that bear them.

One of such highly revered social etiquette in the Igbo society is the marital conducts, responsibilities and vocal expressions of mothers to their immediate family members. For instance, decades ago, it was seen as a bad moral conduct for males and females to expose their contours in and outside the home let alone on streets because the elders will frown at such appearances sternly through speech expressions as akwuna nwa a!(this child desires to be a prostitute) and this immediately sends a demoralizing feeling to the girl who responds with ‘mama, biko a b gh m’(mama, please I am not) and rushes in to change something to regain her reputation but today such uncompromising statements are rarely heard between a mother and a child. This modern transition seems to rape with impunity the marital sanity, morality and language used in patterning individuals of the Igbo cultural community. The paper blames the transitional aberrations on the abandonment and casualness of the socio-cultural responsibilities of some Igbo mothers. The implication of these deviations is that the language of identity, some marital norms and values of the Igbo race leans en route loss; hence an imperative call to reconstruct and reestablish some sustainable Igbo socio-cultural philosophies as Iru Mgbede to pattern children of this generation to an enthusiastic identity. The paper will therefore examine the social functions of Iru Mgbede as a propagator of some of the socio-cultural speech patterns related with marital norms and values of the Igbo society while preparing women for marriages in their various indigenous dialects as a strategy for improving the future of Igbo language.

In view of this, the paper through some conceptual constructs, a social norm theoretical framework will gather, present and analyse generated data from where this work will draw its conclusion

**Conceptual Constructs**

**Language:** Any means through which information is disseminated is generally perceived as language. It could be through signs, symbols or speech. In human social settings, emitted interactions revolve around the agreed norms and values, thereby transmitting them through language. Hence Halliday’s, (1978:25) definition of “language as an activity”. Halliday’s view suggest that language has the ability to impact on the speakers from a deposited repertoire of vocabularies that can peruse the speaker’s thoughts to perform a task in the affairs of any society. According to Fromkin and Rodman, (1978), language is a conventional system characteristic of vocal behavior through which members of one community interact. As such, language becomes a genealogical vocal transmitter, mediator or link to invaluable socio-cultural values and ancestral knowledge and ideas to enable individuals trace their roots. Finegan(2012) suggests that language is a vehicle of expression which aids transfer of ideologies from one individual to another. (Okeke,2003 in Njemanze,(2008) is of the view that language is an architect opening a number of creative potentials achievable through thoughts. Fromkin and Rodman’s (1978) use of vocal behavior and Finegan(2012)’s inclusion of the word expression affirms that some specific communal structures within a speech community can only be conveyed through speech (language). These assertions seem to suggest that the speech pattern of any language is therefore an indispensable cultural asset to perpetuate identity.

In summary, a language is the functional speech patterns of cultural norms and values in constant use within a society.

**Norms and Values:** Norms and values are standard principles acceptable as patterns of living in a particular society (Wikipedia). They are imbied through emulation of inherent cultural heritages of the society. As such the speech patterns, customs, beliefs, taboos, abominations and moral conducts characterize the norms and values of a cultural group. Although there are no formal acquisition methods for such norms and values, individuals can overtly or covertly absorb them gradually in their interactive daily enterprises.

**Culture:** Goertz(1975)upholds culture as a social network of ideas and codes expressed to perpetuate values. Invariably, Goertz alludes that language is inevitable in any socio-cultural activities to enable one bond with one’s ancestral link. In the views of Bello, (1999), it is only in the culture of a community that their language, beliefs, arts values and customs are enshrined. Her opinion suggests that some cultural ethics prevail in social attitudes.

Omenukor’s, (2008:149), view holds that

“Culture patterns human activities and the symbolic structures that give such activities significance and importance”.

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He buttresses the intricate features of cultural impact and status of realistic formations. Omenukór’s view implies that all the revered values and norms can only give credence to the Igbo society through vocal expressions.

For Okeke(2008), culture is summarised as the combination of all the human practices exhibited as morals and habits of members of a particular society. In other words, the way people speak, act and react are all evidences of the cultural orientation they have received. From the constructs above, a reciprocal relationship exists between language and culture.

**Relationship between language and Culture**

According to George, (1976), language is a transmitter of cultural values through history. Here, George opines that cultural values, revered as they may be can only be handed down to other generations effectively through indigenous languages. His view affirms that consistent speeches perpetuate cultural notions. Ward, (1981) and Njemanze, (2007) submits that language is simply a cultural system for molding man and his social needs; impliedly an intrinsic value of language for the attainment of social and social cultural knowledge of any society lies within its language power. Suffice it to say that social empowerment, stability and advancements lie within the vivacity of language. Opara, (2008) summarises the relationship between language and culture as cultural values minus language equals loss of social identity. The analysis of Opara’s mathematical proposition reveals that language is indeed a regulator of cultural identities, values and norms for a better formation of man. From Opara’s postulation also, humans can achieve stable relationships only when fundamental historical patterns are instilled through continuous conversations from an older to a younger generations. I recap the relationship between language and culture as to be that of a siamese relationship where language enlivens culture.

With the influx of cultural aberration into the Igbo cultural society, one begins to wonder if the values expected of women in the Igbo society are appropriately preserved to survive another generation. Dreaded by this thought, the researcher suggests acceding to documenting speech patterns associated with Igbo marital cultural values like Iru Mgbede by handing down to offspring especially daughters those core cultural concepts using the indigenous terminologies to forestall the danger of extinction.

**Iru Mgbede:** Iru Mgbede (Iko k ch /In Okpoko as some Igbo dialects refer to it), is one Igbo socio-cultural institution that is set up with the view to prepare girls for responsible adulthood and possible marriage (Okafo Uzochukwu & Ewelukwa, 2012). This is done by inculcating through attitudes the beliefs and language use, that mold individual life styles. During the mgbede period, young girls deemed to have attained the age of marriage are secluded and exempted from strenuous activities like farming and other house chores for at least three years. This seclusion affords the younger ladies the opportunity to receive from the elderly women the codes of cultural conducts and their roles as wives and mothers in various communities. Its tool of transmission is literally speech. Divulging those cultural norms and values consistently through speech and actions to this young girl accelerates the rate at which she understands the future task thereby preparing her better for the marital challenges and the social ethics that yield a secured generation. When she is confirmed to have attained a certain level of perfection, marriage may follow immediately. The advantages of Iru Mgbede are numerous. It molds the girl into a responsible, self-confident and hardworking woman. Her mode of addressing issues becomes diplomatic and less conflict prone. The girl who has undergone the cultural grooming through mgbede faces challenges better equipped etc. These attitudes are worthy of emulations and craves to be documented and passed on to other generations through daily interactions.

**Language Documentation:** Language documentation is a subfield of linguistics interested in preserving various cultural activities through collecting data using modern technologies (Ashmore, 2008). It is a multi-disciplinary approach to safeguarding a people’s life and identity. It incorporates such fields as history and ethnographic studies, medicine, anthropology, sociology etc. in other to authenticate information for better preservation. Its relevance includes preserving cultural heritages, retaining memories of extinct communities and what they are known for. Real- life observations of language use which help to demonstrate linguistic theories are captured and it also facilitates language contact study. Language documentation is a viable field/ tool for transferring social awareness which can restore to the socio-cultural ethics of any society.

**Theoretical frame work**

As the reckless abandon of some socio-cultural practices have adversely contributed to the high rate of marriage failures and other social demeanours in the societies, humans become direct or indirect cultural Robots by trying to fit into whatever they feel is obtainable not minding the consequences. Social Norm theory (SNT hereafter) propounded by Berkowitz and Perkins (1986) will be anchored on to illuminate the Igbo society on the implications and consequences of exterminating some traditional institutions. SNT suggests an intervention strategy of such mistaken belief by illuminating traditional norms that will have a constructive effect on such
individuals. Social Norm theory (SNT) which is a multi-disciplinary intervention approach aims at reawakening self-confidence by addressing individual perceptions decided as different or substandard from what is practiced by others when actually it is not.

**Data collection Procedure**

The Igbo socio-cultural society being the focus of this paper, the researcher randomly engaged some literate, semi-literate and illiterate women between the ages of 50-108 from the five Eastern states of Nigeria (Abia, Imo, Anambara, Ebonyi and Enugu) in a discourse to establish if some cultural aberrations contribute to the high rate of marriage failures using the Igbo society. This study adopted the unstructured observation methodology which involves watching and listening to people overtime and recording findings in ways that permit some degree of analytical interpretation (Ezeah, 2004). Two major instrument of data collection were used in this work: attentive listening and intermittent discussions and oral interview. The primary data for this work were elicited from the oral interviews conducted with the selected women. The secondary source of data was drawn from written texts.

**Data Presentation**

Two groups of informants emerged from the interview. The first group of five women between the ages 98 and 108 claimed to have participated in the Iru Mgbede practice ((henceforth group A). The other group claims to have learnt from their past generations (grand and great grandparents) and is categorized here as group B). Forty five persons within the ages of 45 and 75 make up this group. Group A gave their responses under such headings as taboos, abominations and moral conducts while those in group B made general submissions on some of those speech patterns. The mgbede speech patterns as collated from group A align with what is generally acceptable in the Igbo cultural setting as the ethics of conduct (norms and values) (Eyisi, 2006). The researcher presents these data thus

**A: Taboos**

The Longman Dictionary of Contemporary English (New Ed.) defines taboo as an extremely embarrassing activity not socially acceptable as correct. Each cultural community has a set of taboos which guide the social behaviours of their individuals.

Such taboos (Ns Ala jin Igbo cultural society include:

i. met ma b buso onye etere mman agha (To manhandle a priest or the spokesman of an oracle).

ii. nwany gba n’ezı(Women having extra-marital affair).

iii. nwa nwany gba akw na (A female going into prostitution)

iv. Igbu nwany na’af ihe ma b n iyı(To kill a pregnant woman or make her take an oath).

V. I mer mmiri obodo(To desecrate the community’s source of drinking water).

Vi. kwa onye kw r d (Celebrating funeral rites for one who commits suicide)

Vii. nwata kpachara anya h t nne ma b nna(A child consciously watch the nakedness of the parents).

Viii. ikom ma b inyom ilur ta onwe ha(To practice homo-sexualism/lesbianism)

ix. inyo m r elu osisi nkwu(A woman to climb palm tree).

x. I ji as s z echi echichi n’ala Igbo (To perform cultural rites like traditional coronation in foreign language).

**B: Abominations (Ar na Mp)**

The Advanced learners’ dictionary (6th ed.) describes abomination as that feeling which stirs repulsion. For the Igbo society, such attitudes are despicable and desecrate nature. Abominations are atoned for by defaulters. In some situations, abominations attract repercussions from nature or God if not atoned for.

I. I dina nwanne (To commit incest)

ii. igbu ch (Murder)

iii. ete ime(Abortion)

iv. t mmad (Kidnapping)

v. kpachara anya gbaa the ubi mmad (To intentionally set ablaze an individual’s economic farmland)

vi. b ike na ama (Opening the anus for someone in a market square)

vii. nwata igbu nne ma b nna ya ilu(A child beating up or insulting the parents)
viii. UTE/ Edina isere di na nwunye na ama (Man and wife fighting in public over sex)
ix. ma kpuchie eziokwu (To intentionally conceal truth even in the face of danger).
X ibibi oke ala (To encroach into another person’s plot of land).

C: Moral Conduct
These are those acts or behaviours that are expected of individuals. The morals could be bad or good. The good ones bring good reputation to the individual and society while the bad morals have negative effects. Some of them include:

I imegide nwa mgbei (Maltreating the less privileged).
ii. kp 1 nd ndu obodo (To spite an incumbent government)
iii. h gbu an (Strangling a domestic animal)
iv. ikpup okpụ onye echiri echi (To remove the cap or fight a traditional title person in public).
v. iji ikike az ch ch (To play politics using thugs, calumny/slander).
vi. ibuk r ego ha (Usurping public fund)
vii. gba ah t (Wearing indecent attires; very tight clothing that exposes the contours)
viii. ikugbu an n’erute ime ma b ekpu akwa (Kill an incubating animal).
ix. w di oke (A woman failing to feed her family as at when due)
x. nwata I gbu okenyen as (A child to spit on elderly person)
xi. inyom ibikwu ikom (Living with a or woman or man without being legally married).

This researcher selected just a few of these speech patterns and norms designed to mold women as better wives and mothers and grouped them as Igbo socio-cultural etiquette. They include:
i. nwanyi n na di adigh agba n’ezi (Women having extra-marital affair).
ii. Ikwu akw na ad gh mma mkpakuw (females should avoid going into prostitution)
iii. nwanyi adigh ar nkwu (A woman should not climb palm tree)
iv. s nwunye nwanna (avoid sleeping with your husband’s relative (kinsman)
v. nwany anagh ajasa kw ma nd (A woman should maintain a good sitting posture.)
vi. ab kwala ike na-ahia (avoid opening the anus for someone in a public place)

These speech patterns act as cultural etiquette to curtail marital resentment between couples in a typical Igbo social environment. The socio-cultural norms and values of the Igbo society have repercussions on deviants even when they are secretly done.

Method of Analysis
Having examined some of these speech patterns, the researcher selected the speech patterns that portrayed the socio-cultural ethics that pattern females for adulthood and possible marriage. The paper interpreted the social implications of these norms and values as an intervention strategy to expedite a healthier cultural value and language use in the Igbo cultural society using women as the flag bearers.

The Igbo socio-cultural etiquette are analyzed thus
i. nwanyi n na di adigh agba n’ezi (Women having extra-marital affair).
ii. Ikwu akw na ad gh mma mkpakuwu (females should not associate with families known for promiscuity)
iii. s nwunye nwanna (avoid sleeping with your husband’s relative (kinsman)
iv. mbakwu ikom n’ebute nlel (living with a woman or man without being legally married breeds contempt)
ix. agb gh ad gh akpa ur a nzuzu (A girl or lady walking with a man or boy clinging on to her waist).
ANALYSES

The above speech patterns are used to curtail the promiscuous nature of a woman. In cases like i & iii an emphasis is laid on respecting and holding on with your husband notwithstanding his shortcomings. When such speech patterns are constantly in use in the environment where young girls are being groomed, the young girl unconsciously sets a guard and principles for herself. She will not wish to return to her parents unaccomplished in marriage. This implies appreciating God’s handwork and the strengths of your husband while working out a diplomatic way of harnessing his weaknesses. Naturally her husband reciprocates the understanding and showers the woman with care.

Analysing data ii, vii & ix

ii Ikwu akw na ad gh mma mkpakwu ((females should not associate with families known for promiscuity).

viii. agbakwukwala ikom (living with a woman or man without being legally married )

ix. agb gh ad gh akpa ur a nzuzu (A girl or lady walking with a man or boy clinging on to her waist).

The above lays much emphasis on building good reputations and integrity on their personalities. The individuals will understand such speech as ‘ugwu nwanyi bu di na-al `ya’ (a woman’s pride is the husband she’s married to suffice. When such ill remarks are traced to you, no man with high sense of integrity will wish to associate with such a girl. She begins to avoid such remarks by exempting herself from ill norms bearing in mind her good reputation and integrity which gives credence to her achievements.

The speech Nwanyi ad gh ar nkw (A woman doesn’t climb palm tree) is one expression that moderates the actions of a woman. A woman should be soft and tender and should always present herself to the husband as such. Once she is conscious of this fact, she begins to make use of her head better by speaking lovingly and respectfully to her man taking into cognizance of his mood and temperament. This singular quality disarms even the strongest and most violent of men. The woman through this manner can attain any height she ever seeks knowing that her husband will support her sincere efforts.

Inculcating them into the young ones in a cultural mode using the indigenous languages will propagate the Igbo language in use while boosting the confidence of members of such a cultural society to achieve stable marital, technological, economic and political developments.

Observations

From the data elicited, group B supplied these speech patterns associated with the Igbo norms as moral conducts. The implication of their information is that the older relations they had were able to instill cultural consciousness but due to casualness and neglect of indigenous practices, these informants could not practice these conducts properly as to evoke cultural consciousness of moral conducts or taboos or abominations among themselves.

Group A supplied their information strongly believing that the lack of these indigenous ethics seem to be the root of the social problems affecting the nation today.

Submissions

Psychologically, Taylor (1985) and Chumbow, (2004) perceives that language is a means of conceptualization and thought anchored on the psychological development of man and his indigenous language use. This is largely due to the linguistic impact of a stimulus based conceptualized information operational through dissemination of the traditional terminologies. Should such heritages like beliefs, norms and values are enshrined in the indigenous languages be instilled in the child, a formidable cultural identity and orientations would have been established to pattern his social conduct. From the Igbo cultural perspective, where there is no formal setting for learning these values, the females through the SNT intervention strategy will at any opportunity expose these females to innate potentials they are likely to effectively perfect having acquired basic Igbo social etiquette. In turn, these women in their consistent indigenous verbal interactions between their husbands and children will repeat those acquired norms confidently to induct their own children into the same cultural belief system to develop more confident individuals to stabilize their social environment. Psychologically, a self-confident ideology of ‘do to your husband and children what you will have them do to you’ begins to grow; resisting any external influence of comparison of class while evolving a generation whose cultural knowledge will propel to excel through any technological, legal, business and security challenges of their time.
CONCLUSION

The paper has identified the lack of proper integration of some individuals into the socio-cultural love that emanates from imbibing the cultural norms of the Igbo society as one of the major causes of high marital failures within the Igbo society. This is alleged to contribute to the loss of the indigenous speech patterns and some undeveloped potentials in the females. The paper suggests an inculcation of these indigenous speech patterns early through an appropriate forum to guard against marriage failures. I conclude here that a woman, who is culturally equipped psychologically, is more confident in every sphere of her endeavor and can jettison any external influence geared towards ruining her happy home. The paper is of the opinion that Iru Mgbede cultural system be re-established.

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EXPLORING THE RELATIONSHIP BETWEEN COMMUNICATION AND EMPLOYEE PERFORMANCE: A STUDY OF SELECTED PRIVATE ORGANIZATION AND PUBLIC CORPORATION IN LAGOS STATE

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ABSTRACT
Today, communication is a vital aspect of any business environment. Hence, the widespread of globalization and technological advancement has led to the increasing demand for effective communication that would eventually improve employees’ level of job satisfaction, commitment, involvement, engagement and ultimately productivity. This study therefore considers the effect of communication on employees’ performance within selected private organizations and public corporation in Lagos State. A well-structured questionnaire was administered as a means of collecting data for this study with a sample size of 120 respondents. Thus, the result of this study acknowledges a positive and direct relationship exists between effective communication and the level of employees’ commitment and productivity. The study recommends that communication should be a top list for managers because every aspect of business requires a good communication network to ensure employee performance, commitment and ultimately organizational productivity.

Keywords: Effective Communication, Employees’ Commitment, Job Satisfaction, Performance, Organizational Productivity, Communication Process.

INTRODUCTION
Man being a social animal cannot overcome activities of the world alone. However, in recent times managers have understood that effective communication a part of their work whereby they would regularly need to articulate company’s policies, goals and objectives to workers, organize periodic training, meetings and seminars to improve employees’ performance, and it is necessary for superiors to communicate daily with their subordinates in order to prevent confusion about future job assignments through the feedback they get from employees. This generally is the mutual exchange of understanding that originates from both the sender
and the receiver which advances to a powerful and profitable performance and productivity improvement in the organization. Thus, communication is a means of transferring messages and universal perspective from one individual to the other (Keyton, 2011). Hence, to ensure adequate and efficient controlling, organizing, planning, staffing and directing as the vital functions of management, different units in an organization need to exist and interact in other to achieve organizational goals and objectives. Although we cannot conclude that managers are involved in relevant conversation based on the time invested to send or receive messages (Dunn, 2002). “By successfully getting your message across, you convey your thoughts and ideas effectively, if this is not done properly, it may cause communication breakdown and creating roadblocks that stand in the way of your goals both personally and professionally” (Fowler & Manktelow, 2005).

However, the importance of effective communication on employee performance and organizational productivity cannot be over emphasized, because communication holds both employees and organization together which brings about trust to both parties. This is because effective communication builds cooperative perceptive among staff of every organization which has direct impact in improving the performance and productivity of employees within an organization. When there is poor communication within an organization, it reduces the level of employee performance, reduces productivity, sales and the overall work condition, because individuals occasionally need to understand the goals of the organisation, their required task and if appropriate information on how to achieve task is delivered to them correctly. Ayatse (2005) recognized companies use communication to develop and disperse their goals and objectives. This explains that the skills and expertise they have will empower employee to display work attitudes that are significant to their job performance. According to, Bakan, Buyukbeş, & Ersahan (2011) managers spend 75% of their time in the organization in the communicational processes. Thus, persons who are constantly enlightened and whose idea is vital execute drives beneficial to ensure self-commitment, job satisfaction, employee engagement and a strong integrity to top executives in organization. This shows that organizational commitment, satisfaction derived from job and fairness perceived by employee are some of the variables that motivate people to be productive in the organization (Schnake, 2007). Therefore, effective communication is a key mechanism to build equity perceived by an individual so as to increase performance, commitment and generally improve productivity. Altınöz (2008), state that “efficient communication is the principal device for the adequate implementation of administrative and organizational activities”. Effective communication does not only motivate outstanding application of transfer and satisfaction, but also develops a direct attitudes among staff in which they are given the opportunity to understand the rules of the organization, voice their fears, pains and grievances. It is the bedrock on which goodwill, attitude, teams and desires of employees are formed. Thus, organizations are beginning to recognize the importance of informal communication where employees network (Robbins, Judge & Campbell 2010).

On the other hand, “Aguinis (2009) described that the definition of performance does not include the results of an employee’s behavior, but only the behaviours themselves. Performance is about behaviour or what employees do, not about what employees produce or the outcomes of their work. Perceived employee performance represents the general belief of the employee about his behavior and contributions in the success of organization”. Improving employee performance based on the level of productivity is a key factor. Scholars have developed diverse technique to assess performance in the organization, which involves the nature, capacity, innovativeness of employees to achieve a given task within a stipulated time (Wong & Wong, 2007). Performance of employees is measured based on quality and quantity of output, timeliness of output, team work and readiness to accomplish task. Thus, employee performance basically involves the dos and don’ts of an employee which is a significance aspect of organizational performance. (Güngör, 2011).

Hence, the ability of workers to effectively perform their job related task and how well these tasks are executed in other to achieve organizational goals and objectives is known as employee performance. However, without communication, it is impossible for managers to relate the activities and task of an employee so as to attain organizational goals. Also, Opitz & Hinner (2003), states that a positive relationship exists between organizations productivity and its internal communication process. Thus, in relation to this, the research investigates the effect of communication on employees’ performance and how it affects the level of their commitment and improve productivity by testing selected private organization and public corporation in Lagos State.

**RESEARCH OBJECTIVES**

The precise objective of this study is to determine the effect of communication on employee performance. They include:
i. To ascertain the impact of communication on the output of employees in terms of organizational productivity.

ii. To examine the effect of communication on employees’ commitment.

**RESEARCH HYPOTHESIS**

**Hypothesis One**

H₀₁: There is no relationship between communication in an organization and employees’ productivity.

H₁₁: There is a relationship between communication in an organization and employees’ productivity.

**Hypothesis Two**

H₀₂: There is no relationship between communication in an organization and employees commitment.

H₁₂: There is a relationship between communication in an organization and employees commitment.

**LITERATURE REVIEW**

Communication is an important aspect of human life which reflects as a dynamic and ever changing process of any organization, where individuals involve transmit verbal or nonverbal messages in order to develop shared ideas. Thus, effective communication can help minimize conflicts and prevent unnecessary misunderstanding between managements and workers. Wickham (2004), states that communication in any organization is not static but it ensures organizational development. In other words, appropriate decisions cannot be made except proper information is given. Lovelock & Wirtz (2007) stated that communication is a highly distinctive aspect of market life in the service industry. Therefore, organizational communication is the transfer of information about a given task from management to members of staff (Phattanacheewapul & Ussahawanitchakit, 2008; Chen, Silverthone, & Hung 2005). “Bloisi, Cook & Hunsaker, (2007), state that it is the managers responsibility to establish and maintain internal communication channels in upward, downward, and horizontal directions, i.e. communication between managers and employees as well as between workers on the same level, which help in transmitting directions or ideas along the lines of command; providing confirmations, information, and feedback upwards; informing, staff on changes; encouraging and motivating employees”.

Moreover, communication is the means of transferring messages and intention. Hence, for employee to be effectual, efficient and be of value to any organization, it is necessary to be skillful in all appropriate forms of communication, because there are many means through which people communicate. Also, to establish effective communication, messages must flow from the sender to the receiver regardless of the method used in communicating and must be understood by the receiver who will give appropriate feedback. Thus, effective communication is associated with reading, listening, reasoning skills and speaking. However, it is a fact that when communication passes from the source to the receiver its original meaning could be changed or modified which leads us to the important aspect of communication process that as to do with effective listening, reasoning and feedback mechanism to ensure that the receiver properly understands the message that has been passed. On the other hand, “noise” which is associated with communication affects the message the receiver understands (decode), which explains happenings, the baggage, distractions etc. According to Shannon and Weaver's model (1949), a message starts from the source of information and delivered through a transmitter that is sent along a signal that passes through a source of interference (noise) and reaches the receiver who then dispatches the message to its destination. Today, the success of an organization depends on the effectiveness of communication system in that company. Hence, communication is seen as a relevant mechanism in business environment Woods (2005).
(2006), the structure of an organization could be tall, flat, divisional or geographical and the flow of communication within an organization could be lateral, downward or upward depending on the circumstance. Robins & Judge (2007) explains that downward communication is the transfer of information from a superior to the subordinate which is commonly not done face-to-face. Therefore, the major goal of downward communication is to regulate, discipline and give direction, while upward communication is the movement of information, complaints, ideas and suggestions from subordinate to superiors. On the other hand, lateral communication is the transmission of information between employees of same level which aids co-ordination and saves time, while the transfer of information between organizations and its stakeholders is known as outward communication. Kumuyi (2007) argued that a leader puts his organization at great risk when he shy’s away from ensuring effective communication within that organization. However, “previous studies regarding the relationship between organizational communication and organizational commitment also argued that informal communication of socio-emotional content with proximate colleagues is less strongly related to levels of organizational commitment than the formal bureaucratic communication of management content with superiors (Postmes, Tanis, & De Wit 2001)”. “Ayrançi (2011) acts with a different approach and while he chooses that job satisfaction of business owners as his subject, he reveals that communication of business owners with the employees thereof is by itself a job satisfaction factor that leads to employee commitment and the fact that business owners consider communication as one of the determinants of organizational performance”. Basically, the synergy of communication and human resource management will bring about workers’ performance, employee motivation, effectual human relationship and providing an environment where an employee maintains a significant level of dignity and ultimately improves organizational productivity. In other to ensure effective communication, good employee relation must start from the top and penetrate downward through the organization and adequate relationship with the employee is determined by integrity of the management. Mutual trust should exist among superiors and subordinates. This means, acceptance of good faith in management’s intensions, decision, policies. It also means the acceptance of the truthfulness and accuracy of information disseminated. Effective communication is achieved in an organization when employees perceive they would be compensated for their effort in supporting their leaders while an effective leader achieves great success when he acknowledges that he is a change agent to his subordinates. Thus, every unit of the organization will be actively involved in the proposed change that would occur (Kouzes & Posner, 2003).

Also, communication does not only focus on the transfer of information from one person to another but also ensures that parties involve in the process have an agreeable interpretation of the context. (Robbins, Judge & Campbell 2010). The association between employee satisfaction, commitment, job performance and improved productivity suggests that an important contributor to the employee’s engagement within the organization is the leader employee relationship. Foong (2001) suggests a leader’s attitude impact the behavior of employees. Lee & Chuang (2009), states that a great leader does not only influence his subordinates but offers them the opportunity to improve performance and meet the demand of improving productivity. Thus, a leader style of leadership is as relevant as his method of communication. The leader influence groups and team work in organizations. A leadership style that reproduces with followers will allow the leader to achieve greater employee performance and productivity. “Kumuyi (2007) states that leadership communication is, therefore, passing a message to an audience by any appropriate means such that the audience understands the message, accepts it and reacts to it according to the sender’s expectation”. However, to the management, a good employee relation ultimately shows a good “esprit de corps” (Team Work), improvement of employees’ performance and a good nature of expertise which leads to increase in performance, productivity and profitability; while to the workers, employee relation means satisfying compensation and benefits, proper work condition, and also a strong sense of loyalty is key to improve teamwork. Thus, employee relationship is accomplished through deliberate and planned method designed to achieve organizational goals. Moreover, the primary objective of any organization is to make profit which is achieved by informing employees about their duties and the rules and regulation guiding the organization (De Ridder, 2003). Gray & Laidlow (2002) observed that an effectual formal relationship is built on the satisfying need of employees to perceive adequate communication in the organization. Also, “certain facets of employees’ communication satisfaction that exhibit both information and relationship features supervisory communication, personal feedback, and communication climate were found to be the major dimensions of communication-job performance relationships (Tsai & Chuang 2009)”. Thus, the movement of messages within an organization is as important as the way individuals interpret relations that exists within the organization. Poor communication hinders the performance, growth and development of any organizational (Robbins, Judge & Campbell 2010).
More so, formal and informal communication is regarded as the major forms of communication that exist in an organization. “A formal channel is, used to discuss work-related issues, which is a communication process that follows an organization’s chain of command, while an informal channel, is described as a communication process that follows unofficial means of communication, sometimes called ‘the grapevine’, usually based on social relations, it can also be about work” (Bratton, Callinan, Forshaw, & Sawchuk 2007).

Effective communication shows the mutual exchange that exists among every member of the organization which shapes, describes and build up relations that improves organisation success. Thus, the role of communication is to transmit information from management to staff, so that employees are able to achieve organizational goals and objectives. Also, Keyton, (2011) stated that “the elements in the communication process determine the quality of communication and a problem in any one of these elements can reduce communication effectiveness”. Therefore, it is justifiable to say that poor communication is recognized as a major factor that hinders employee performance and overall effectiveness of an organisation (Lutgen-Sandvik, 2010).

Furthermore, communication clearly is not only about creating and transmitting information and passing messages as a distribution channel, (Varey, 2006). According to Clampitt & Williams, (2007), if people are excluded from the decision making process of an organization, it becomes more difficult to secure employees’ commitment to whatever decision have being made by top management team. Bambacas & Patrickson (2008) “found that interpersonal communication skills can enhance the employees’ organizational commitment”. Also, Morrison (2005) “found that the cohesiveness and opportunities for friendship are positively related to job satisfaction, organizational commitment and decreased turnover intention”. Thus, communication is an important and universal aspect of all administrative activities which concerns a vast transfer of information between the sender and receiver, and serves as a means of both the superior and subordinate to understand each other’s reaction on their point of views. Hence, Madlock, (2008) suggest that employees display a level of commitment and satisfaction with their jobs when they discover their leader is capable and skilled in communicating effectively. Also, Carriere & Bourque (2009) expressed that the middle factor influencing the commitment and satisfaction of employees within an organization is effective communication.

In essence, communication is a key aspect of daily survival of every human being. Thus, this has made organizations create communication principle appropriate to achieve its desired result within the organization while communication principles outside the organization have also been created for societal growth. Ewing, (2013), states that communication is a broad and dynamic mechanism which involves the process of passing information from a sender to a receiver. Also, effective employee performance depends on open communication that exists within the organisation. Many surveys have showed that individual within an organization, from superior to subordinates are devoted to improve communications which as direct relationship between commitment and job satisfaction (Kalla, 2005). Hence, Bloisi, Cook & Hunsaker, (2007) define productivity “as a measure of how well an organization achieves its goals, and efficiency. We see these two concepts to be indicators of the wellbeing and performance of the company”. This will enable scholars and professionals, who focus on leadership development, human capital development and organizational growth, recognize that an effectual communication process is essential to the total success of every organization, and it is a key aspect in the top management planning process of every business (Hargie, Tourish, & Wilson, 2002). Thus, organizations should design a new model or framework to communicate better to ensure high level of job satisfaction, employee commitment, improve performance and ultimately increase productivity in the organization.

**THE CONCEPTUAL MODEL**

The conceptual model presented in Figure 2 illustrates how various factors influences effective organizational communication. All organizations, whatever their form of communication (formal and informal) affirms, communication exists within a rank of organizational system, which allocates factors that influences effective communication and improves employee performance. These factors are supervisor-subordinate communication, supervisor communication behaviour, employee communication satisfaction, employee knowledge of policies and procedures, organizational integration, personal feedback, non-supervisory channels.
METHODOLOGY

RESEARCH DESIGN
The research design chosen for this study is the descriptive method which concentrated on the effect communication has on employee performance within selected private and public organization. The descriptive method of analysis was chosen because of its high degree of representation and the relief the respondents give when conducting their investigation (Polit & Beck 2004).

THE STUDY AREA
The scope of this study is Lagos state, it is located in the South West Nigeria and it is the nerves center of economic activities in the nation countless number of organizations. The study was well conducted in selected private organizations and public corporation. They include, Hans Finest Solution, Andos Pure Water, Soyebode Engineering Resource Limited, Mickelyn Petroleum and some department of Lagos State Ministry of works and infrastructure.

SAMPLING TECHNIQUES AND SAMPLE SIZE
Polit & Beck (2004) defined population as the total combination of cases that forms a selected standard of evaluation. Thus, the target population is the combination of cases in which the investigator would make general conclusion. Due to the large population of the selected organisations, the population is regulated to a reduced sample size. Hence, in choosing an adequate sample size where conclusion can be validated the random sampling and stratified sampling technique was used. Thus, this study focuses on the sample size of 120 staff from the selected organizations.

Table 1: Names of Selected Organization

<table>
<thead>
<tr>
<th>Selected Organization</th>
<th>Population</th>
<th>Sample Size</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hans Finest Solution</td>
<td>25</td>
<td>16</td>
</tr>
<tr>
<td>Andos Pure Water</td>
<td>20</td>
<td>11</td>
</tr>
<tr>
<td>Lagos State Ministry of Works and Infrastructure</td>
<td>55</td>
<td>48</td>
</tr>
<tr>
<td>Mickelyn Petroleum</td>
<td>20</td>
<td>12</td>
</tr>
<tr>
<td>Soyebode Engineering Resource Limited</td>
<td>40</td>
<td>33</td>
</tr>
</tbody>
</table>
RESEARCH INSTRUMENT
A well-developed questionnaire was distributed to respondents. The questionnaire contains two parts in which the first part (section A) identified the bio-data of respondents such as gender, years of service, age, academic qualification, marital status etc. while the second part (section B) contains information on respondents’ views on the effect of communication and how it influences employees’ level of performance. Thus, the formulated hypotheses in chapter one was test using the questions identified in the second part (section B) of the questionnaire.

METHOD OF DATA ANALYSIS
The researcher made use of the inferential and descriptive statistical method of analysis by coding the respondent’s responses in preparation for data capturing, using SPSS. The first part of the information gathered consists the bio-data of respondents which included the percentage and frequency of their responses while the second part consists the perception of respondents on the effect communication has on employees’ performance and the non-parametric test of chi-square was used to test the hypotheses developed.

FINDINGS
This part covers the information and analyses gathered by the researcher on the effect communication have on employees’ performance in selected private organization and public corporations in Lagos State. It shows the representation of the respondent’s bio-data and the formulated hypotheses were calculated using Chi-square formulae.

<table>
<thead>
<tr>
<th>Table 2: Bio- Data of Respondent’s</th>
</tr>
</thead>
<tbody>
<tr>
<td>Gender</td>
</tr>
<tr>
<td>Female</td>
</tr>
<tr>
<td>Male</td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>Age</td>
</tr>
<tr>
<td>21-29</td>
</tr>
<tr>
<td>30-39</td>
</tr>
<tr>
<td>40-49</td>
</tr>
<tr>
<td>50-59</td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>Years of Service</td>
</tr>
<tr>
<td>0-6months</td>
</tr>
<tr>
<td>6months- 2 years</td>
</tr>
<tr>
<td>3-6years</td>
</tr>
<tr>
<td>More than 6 years</td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>Marital Status</td>
</tr>
<tr>
<td>Married</td>
</tr>
<tr>
<td>Divorced</td>
</tr>
<tr>
<td>Single</td>
</tr>
<tr>
<td>Total</td>
</tr>
<tr>
<td>Academic Qualification</td>
</tr>
<tr>
<td>NCE /OND</td>
</tr>
<tr>
<td>WASSCE</td>
</tr>
<tr>
<td>MS.c</td>
</tr>
<tr>
<td>BS.c/ HND</td>
</tr>
<tr>
<td>Ph.D</td>
</tr>
<tr>
<td>Total</td>
</tr>
</tbody>
</table>
HYPOTHESIS ONE
H₀₁: There is no relationship between effective communication in an organization and employees’ productivity.
H₁: There is a relationship between effective communication in an organization and employees’ productivity.

TABLE 3: THE RELATIONSHIP BETWEEN EFFECTIVE COMMUNICATION IN AN ORGANISATION AND EMPLOYEES PRODUCTIVITY

<table>
<thead>
<tr>
<th>Communication</th>
<th>Employee’s Productivity</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Average</td>
</tr>
<tr>
<td>Effective</td>
<td>27</td>
</tr>
<tr>
<td>Very Effective</td>
<td>12</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>39</strong></td>
</tr>
</tbody>
</table>

D.F = 2, N= 120, $X^2_c = 26.975 > X^2_{(0.05)} = 5.991$.
That is; Expected Observed Chi-Square ($X^2_c$) =26.975, Degree of Freedom (D.F) =2
Expected Tabulated chi-square ($X^2_t$) =5.991
N=120
H₁ (Alternate Hypothesis) is accepted.

Decision: the observed chi-square (26.975) was found greater than the tabulated chi-square value (5.991); therefore, we reject the Null hypothesis ($H_0$) and accept the Alternate Hypothesis ($H_1$). Hence, an effectual communication process helps an organization to attain maximal productivity. Based on the result above, Opitz & Hinner (2003), states that a positive relationship exists between organizations productivity and its internal communication process. While Gray & Laidlow (2002) observed that an effectual formal relationship is built on the satisfying need of employees to perceive adequate communication in the organization, which would increase their performance and organizational productivity. Thus, the mechanistic perspective view communication process as a technique that ensures transfer of messages from one step to the other so that necessary information can be given to persons who will do their job efficiently and effectively to improve employees’ performance and ultimately improve productivity.

HYPOTHESIS 2:
H₀₂: There is no relationship between communication in an organization and employees level of commitment.
H₁₂: There is a relationship between communication in an organization and employees level of commitment.

TABLE 4: THE RELATIONSHIP BETWEEN EFFECTIVE COMMUNICATION AND EMPLOYEES LEVEL OF COMMITMENT

<table>
<thead>
<tr>
<th>Communication</th>
<th>Employees’ Commitment</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Moderate</td>
</tr>
<tr>
<td>Effective</td>
<td>24</td>
</tr>
<tr>
<td>Very Effective</td>
<td>12</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>36</strong></td>
</tr>
</tbody>
</table>

D.F = 2, N= 120, $X^2_c = 20.179 > X^2_{(0.05)} = 5.991$.
That is; Expected Observed Chi-Square ($X^2_c$) =20.179
Degree of Freedom (D.F) =2
Expected Tabulated chi-square ($X^2_t$) =5.991
N=120; H₁ (Alternate Hypothesis) is accepted.

Decision: the observed chi-square (20.179) was found greater than the tabulated chi-square value (5.991); therefore, we reject the Null hypothesis ($H_0$) and accept the Alternate hypothesis ($H_1$). Hence, effective communication affects the level of employees’ commitment within an organization. Integrating the result above, to Carriere & Bourque (2009) expressed that the middle factor influencing the commitment and satisfaction of employees within an organization, is effective communication whilst, Madlock, (2008) suggest that employees display a level of commitment and satisfaction with their jobs when they discover their leader is capable and skilled in communicating effectively. Thus, based on the Contextual view of
communication and meaning, which focused on how circumstances that surround communication is interpreted by both parties involved and how the mutual response of their views can be seen as an approach of interpersonal agreement whereby through effectual communication, employees’ are dedicated and devoted to their given task.

CONCLUSION
This paper presents a model that provides a conceptual argument that communication represents a key mechanism in determining the level of employee performance. As a result of the increasing level of global competition in business, it is revealed that communication is an effective tool and a link between various parts of an organization today. Thus, every aspect of business requires a good communication network to ensure employee performance and ultimately organizational productivity, because it is the foundation upon which businesses are built within an organization. Occasionally, many companies are victims of ineffective communication which has lead to retarded growth of the organizations, while some others have effectively progressed. However, the importance of effective communication should not be neglected for a business organization either private or public to successful meet up with its set target to achieve organizational growth.

REFERENCES:


A REVIEW OF CULTURE ON ORGANIZATIONAL STRUCTURE;
A FOCUS ON NIGERIAN AIRSPACE MANAGEMENT AGENCY

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&

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Nigeria

Abstract
The effect of organizational culture and strategic posture of the organization, and differentiated from organization structure and that structure has more to do with the relationship between individuals in an organization. Descriptive and survey method was used for this research work. The data for the research was collected mainly through the use of well structured questionnaires administered to the personnel’s of Nigerian Airspace Management Agency, Lagos. The major findings of the study reveals that the “internet” is a catalyst for change, and within successful business practices, these imposed changes must be recognized, respected and anticipated." The paper recommended amongst others that cultural values must be carefully understood and followed in order to set a viable global benchmark needed in the strategic posture and organizational productivity in the organization.

Keywords: Organization, Culture, Management, Individuals and Change

Introduction
Organizational culture can be seen as the set of important assumptions (often unstated) that members of an organization share in common, Pearce and Robinson (2003). Every organization has its own culture. Two major assumptions are common in organizational culture: the beliefs and values. Beliefs are assumptions about reality and are derived and reinforced by experience; while value are assumptions about ideas that are desirable and worth striving for (Kazmi, 2002). Organizational culture is differentiated from organizational climate in that it is not as overt. Organizational culture is also differentiated from organization structure in that structure has more to do with the relationships between individuals in an organization. The study of organizational structure rose to prominence following the Japanese miracle where academics tried to understand Japan's rapid economic recovery following World War II. Culture was pinpointed as an essential element of their resurgence and as much gained fraction as an important area of study for organization from all sectors. This study looks at the effect of organizational culture on the strategic posture of the organization. The field of organizational culture have identified as models for understanding the differences between culture types, the effects that organizational culture has on performance, the methods by which organizational culture can be measured and now cultural change can be managed effectively.

Most times in some organizational cultures where they are not in oneness or unison amongst themselves as workers or employees, where there are no superior -subordinate understanding whereby the superiors do not understand the subordinates, in most cases these conflict hinders the organization from not only growing but also adopting to environmental changes. Just as the day goes by commodities, plans and prospects with which most company's or organization use fades away. The help of sub-cultures in the organization and the help of these understanding among the sub-cultures enables the organization to take note of the environmental change and also notice the new needs of their customers which are their major priority as a firm or organization.

Most times the major reason of some entrepreneurs is not to make profit, most of the business men do not go into business for profit making or they are not just profit oriented. Majority or a good number of
entrepreneur goes into business for growth or they are mostly interest in the growth of the organization more than they are in the profit the organization is making and to keep these dream of the entrepreneur they have to keep their ears to the ground to know when the environment is changing or developing so as to follow and not be left out in these development.

To ensure these (environmental development), the organization must have the following:
1. Good management
2. Good and solid forecasting unit
3. A cooperating employees
4. A subordinate/superior understanding
5. Standard Appraisal

Negligence to identify one correct set of cultural values to use as-a global benchmark which hampers strategic posture of the organization:

Negligence in this case means overlooking or paying little or no attention or concern to something. If an organization fails to pay attention towards identifying a particular correct value of set to use as a bench mark or to focus in during strategic times. When they feel so reluctant about setting strategies towards how they will make out good result, achieve their major goal which might be profit or developing the name of the organization and forecasting the future to see if there are needs to set strategic plan against their competitors or to still remain where they are; if any organization plays with these fact then of a truth such organization is set for a natural death. They will fall down back to grass not level and that's going to not only affect them but also those consumers who have relied solidly in them and their products.

The strategies of an organization is also their major secret because those are the plans they use against their competitors. And also the bench is where they go back during retreat to think and make new decisions and plans. So if these two major factors are hampered with them there is a very big problem in the organization.

Efficient and effective performance levels in an organization translate into the sources or failure of the organization. Organizations, influence economically impact, and serve the surrounding community. In summary, organizations often start from an image and become a machine built for accomplishing goals either as a small society with a social structure and culture or as an organism making its way through a resource environment (Moore, as cited in Scott & Davis, 2007; Schermerhorn, 2008).

Organizational Management

The classical approaches dominate the history of organizational management; therefore discussion of the rational systems within the classical approaches adds clarity to this literature review. The three core classical approaches to organizational management are scientific management, administrative principles, an the bureaucratic organization. Taylor (1911, as cited in Schermehorn, 2008) pioneered scientific management, a principle that was completed by the motion studies of Frank and Lillian Gilberth. The administrative principles approaches began with the 1916 work of Henry Fayol and culminated with the work of Henry Gantt and his well known Gantt chart. Finally, the last classical approach is represented with the work of Max Webber and the bureaucratic organization.

### QUESTIONNAIRE DISTRIBUTION

<table>
<thead>
<tr>
<th>Options</th>
<th>Respondent</th>
<th>Percentage %</th>
</tr>
</thead>
<tbody>
<tr>
<td>Number of questionnaire out</td>
<td>50</td>
<td>50%</td>
</tr>
<tr>
<td>Number of Questionnaire returned</td>
<td>48</td>
<td>48%</td>
</tr>
<tr>
<td>Number of questionnaire withheld</td>
<td>2</td>
<td>2%</td>
</tr>
<tr>
<td>---------------------------------</td>
<td>---</td>
<td>----</td>
</tr>
<tr>
<td>Total</td>
<td>50</td>
<td>100%</td>
</tr>
</tbody>
</table>

From the above 50 (50%) questionnaires were sent out for retrieve information, 48 (48%) was returned successfully answered and 2 (2%) was withheld.

Table IV: Educational Qualification of Respondents Data:

<table>
<thead>
<tr>
<th>Educational Qualification</th>
<th>Frequency</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>OND</td>
<td>28</td>
<td>58.3</td>
</tr>
<tr>
<td>HND</td>
<td>10</td>
<td>20.8</td>
</tr>
<tr>
<td>B.Sc/BA</td>
<td>5</td>
<td>10.4</td>
</tr>
<tr>
<td>M.Sc</td>
<td>4</td>
<td>8.3</td>
</tr>
<tr>
<td>Ph.D</td>
<td>1</td>
<td>2.1</td>
</tr>
<tr>
<td>Total</td>
<td>48</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Field Survey (2012)

Table 4: reveals that 58.3% of the respondent are OND holders, 20.8% are HND holders, 10.4% are B.Sc/BA holders, while 8.3% are M.Sc holders, Ph.D holders we have 2.1% respondent.

ANALYSIS OF ITEMS IN THE QUESTIONNAIRE

1. Do lack of motivation affect the organization?

Table 5 Data:

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agreed</td>
<td>25</td>
<td>52.68</td>
</tr>
<tr>
<td>Disagreed</td>
<td>18</td>
<td>37.5</td>
</tr>
<tr>
<td>Undecided</td>
<td>5</td>
<td>10.4</td>
</tr>
<tr>
<td>Total</td>
<td>48</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Field Survey (2012)
From the above, 25 (52.08%) of workers agreed, 18 (37.5%) disagreed while 5 (10.4%) were undecided.

2. Do organization feel inability of sense belonging?

Table 6

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agreed</td>
<td>24</td>
<td>50</td>
</tr>
<tr>
<td>Disagreed</td>
<td>16</td>
<td>33.3</td>
</tr>
<tr>
<td>Undecided</td>
<td>8</td>
<td>16.6</td>
</tr>
<tr>
<td>Total</td>
<td>48</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Field Survey (2012)

From the above 24 (50%) attested yes, 16 (33.3%) disagreed while 8 (16.6%) were undecided.

3. Do managers know the effect of organizational structure on or to the organization?

Table 7:

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agreed</td>
<td>24</td>
<td>50</td>
</tr>
<tr>
<td>Disagreed</td>
<td>16</td>
<td>33.3</td>
</tr>
<tr>
<td>Undecided</td>
<td>8</td>
<td>16.6</td>
</tr>
<tr>
<td>Total</td>
<td>48</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Field Survey (2012)

From the above, 24 (50%), attested yes, 16 (33.3%) disagrees while 8 (16.6%) were undecided.

4. Do you think there is any benefit on the strategic posture of the organization using your organization as a case study? Table 8

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agreed</td>
<td>25</td>
<td>52.08</td>
</tr>
<tr>
<td>Disagreed</td>
<td>16</td>
<td>33.3</td>
</tr>
</tbody>
</table>
5. Do you think the effect of organizational culture on the strategic posture of the organization helps in more productivity.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agreed</td>
<td>20</td>
<td>41.6</td>
</tr>
<tr>
<td>Disagreed</td>
<td>15</td>
<td>31.25</td>
</tr>
<tr>
<td>Undecided</td>
<td>13</td>
<td>27.08</td>
</tr>
<tr>
<td>Total</td>
<td>48</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Field Survey (2012)

From the above, 20 (41.6%) agreed without doubt, 15 (31.25%) disagreed while 13 (27.08%) were not decided.

6. How can organizational structure on the strategic posture of the organization help the organization? Does it help positively or negatively?

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agreed</td>
<td>25</td>
<td>52.08</td>
</tr>
<tr>
<td>Disagreed</td>
<td>13</td>
<td>27.08</td>
</tr>
<tr>
<td>Undecided</td>
<td>10</td>
<td>20.8</td>
</tr>
<tr>
<td>Total</td>
<td>48</td>
<td>100</td>
</tr>
</tbody>
</table>

Source: Field Survey (2012)

In the above distribution 25 (52.08%) agreed, 13 (27.08%) disagree while 10 (20.8%) were yet to decide.

7. Can workers also help in affecting the strategic posture of the organization?
Options | Responses | Percentage (%)
--- | --- | ---
Agreed | 35 | 72.9
Disagreed | 10 | 20.8
Undecided | 3 | 6.25
Total | 48 | 100

Source: Field Survey (2012)

In these distribution 35 (72.9%) Agreed while 10 (20.8%) disagreed and 3 (6.25%) where undecided.

8. After the effect on the strategic posture of the organizational culture, is their any benefit?

Table 12 Data

Options | Responses | Percentage (%)
--- | --- | ---
Agreed | 30 | 62.5
Disagreed | 8 | 16.6
Undecided | 10 | 20.8
Total | 48 | 100

Source: Field Survey (2012)

This distribution shows that 30 (62.5%) agreed to the fact that there is always a benefit after their effort, 8 (16.6%) still strongly disagreed which 10 (20.8%) where undecided.

9. Do the staff and workers experience psychological contact amongst themselves?

Options | Responses | Percentage (%)
--- | --- | ---
Agreed | 43 | 89.5
Disagreed | 0 | 0
Undecided | 5 | 10.4
Total | 48 | 100

Source: Field Survey (2012)

Here, 43 (89.5%) agreed perfectly, 0(0%) disagreed and 5(10.4%) where yet to decide.

Test of Hypotheses
Hypothesis are assumptions put forward as a basis for reasoning” or investigation. The hypothesis formulated for this research is shown below:

The hypothesis were tested using z-test statistical tool

$$Z = \frac{P - P}{\sqrt{\frac{P(1-P)}{n}}}$$

Where:
- $P$ = Sample proportion
- $\bar{P}$ = Population proportion
- $P$ = Proportion of success
- $(1-P)$ = Proportion of failure
- $n$ = Sample size

Hypothesis I

Ho: Inability to adapt to a rapidly changing environment as vital component of organizational culture does not have significant effects on organizational productivity. The level of structure is 0.05 using the first formular.

$$Z = \frac{P - P}{\sqrt{\frac{P(1-P)}{n}}}$$

$P$ = Sample size

= 48/57

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agreed</td>
<td>24</td>
<td>50</td>
</tr>
<tr>
<td>Disagreed</td>
<td>19</td>
<td>39.5</td>
</tr>
<tr>
<td>Undecided</td>
<td>5</td>
<td>10.4</td>
</tr>
<tr>
<td>Total</td>
<td>48</td>
<td>100</td>
</tr>
</tbody>
</table>

$P = \text{Proportion of success} = \frac{24}{48} \times \frac{100}{1} \times \frac{50}{100} = 0.50$

Implementing formular

$$P - P$$


Using the z-test statistical table, the value of z-calculated of 5 at 0.05 level of significant = 0.9987. Decision Rule: If z calculated value is greater than z tabulated value, reject the null hypothesis otherwise accept it, which states that lack of innovation and change is associated with organizations. It states that the inability to adapt to a rapidly changing environment as vital component of organizational culture does not have significant effects on organizational productivity.

Hypothesis II

H1: Negligence to identify one correct set of cultural values to use as a global benchmark which hampers strategic posture of the organization.

<table>
<thead>
<tr>
<th>Options</th>
<th>Responses</th>
<th>Percentage (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Agreed</td>
<td>30</td>
<td>62.5</td>
</tr>
<tr>
<td>Disagreed</td>
<td>10</td>
<td>20.8</td>
</tr>
<tr>
<td>Undecided</td>
<td>8</td>
<td>16.6</td>
</tr>
<tr>
<td>Total</td>
<td>48</td>
<td>100</td>
</tr>
</tbody>
</table>

\[
Z = \frac{P - P}{\sqrt{P(1-P)/n}}
\]

\[
Z = \frac{0.84 - 0.50}{\sqrt{0.50(1-0.50)/48}} = \frac{0.34}{\sqrt{0.00521}} = 4.72
\]

\[
Z = \frac{P - P}{\sqrt{P(1-P)/n}}
\]
Sample size = 48

\[ P = \frac{30 \times 100}{48} = 62.5 = 0.625 \]

\[ Z = \frac{P - P}{\sqrt{P(1 - P)}} \]

\[ Z = \frac{0.84 - 0.625}{\sqrt{0.625(1 - 0.625)}} \]

\[ Z = \frac{0.215}{\sqrt{0.0075}} \]

\[ Z = 2.47 \]

Using the z-test statistical table, the value of z-calculated is 2.47 at 0.05 level of significance = 0.9726.

Decision Rule: If z calculated value is greater than z-tabulated value, reject the null hypothesis otherwise accept it, which states that negligence to identify one correct set of cultural values to use as a global benchmark which hamper on the strategic posture of the organization.

CONCLUSION

If organizations cannot examine their current culture, the status of their own custom centricity, and the status of their own CRN, then the positive change may never occur because organization will not know where they currently stand, they cannot decide when change is needed, and they cannot speak to degree that change.

Taffler contended, "Change is avalanching upon our heads, and most people or grotesquely unprepared to cope with it" (as cited in Bridges, p.4). Researchers have asserted that this statement is more relevant today than when Toffler first penned these prophetic words. The reality of society constructs and apparent culture are created by, impacted by, and tainted with the historical biases, discriminatory tendencies, myopic experiences, and focal points of the past, all of which include human perceptions, human experiences.

RECOMMENDATIONS

The following recommendations were made:

- Organizational culture is inevitable in every organization; organization therefore must anticipate change and see it as a welcome development.
- Organizations need to understand the varied and changing environmental variables needed in their day-to-day transaction of business.
- Also, cultural values must be carefully understood and followed in order to set a viable global benchmark needed in the strategic posture and organizational productivity in the organization.
REFERENCES


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DEPRESSION AMONG SECONDARY SCHOOL GIRLS: THE ROLE OF CHILDHOOD EMOTIONAL ABUSE AND EATING DISORDER

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Abstract  
The study investigated the depression among secondary school girls: the role of childhood emotional abuse and eating disorder. Using convenience sampling technique, 103 participants comprising of 48 JSS2 and 55 SS1 from Girls Grammar School Awkunanaw were drawn to participate in the study. Radloff (1977) Center for Epidemiological Studies- Depression Scale (CES-D), Sanders & Becker- Lausen (1995) Child Abuse and Trauma Scale-Emotional Abuse Subscale and Garner (1991) Eating Disorder Inventory (EDI) were administered individually to the participants. A co-relational design and multiple regression statistics were used for data collection and analysis to test the hypothesis which stated that childhood emotional abuse and eating disorder would neither jointly nor independently predict depression among secondary school girls. Result showed that there was a significant relationship between the predictor variables i.e. childhood emotional abuse and eating disorder and the criterion variable on depression of $r^2= 0.78$, $F(2,103)= 4.21$, $P<.02$. It was suggested that childhood emotional abuse could have a negative impact on the girl child which resulted to disordered eating behaviours as an attempt to cope with overwhelming affect of abuse which led to depression.

Keywords: Girl child, Childhood emotional abuse, eating disorder and depression.

Introduction  
Human beings are social animals hence they are involved in different interpersonal developmental behavioural relationships. One of such behaviours is eating disorders. Studies have shown that within the two decades researchers have contributed to the understanding of the etiology and maintenance of eating disorders. Both anorexia (loss of appetite) and bulimia (the chronic eating disorder) are thought to emerge from multiple risk factors, including biological, sociological and psychological indices (Striegel-Moore & Cachelin, 2014). The role of child rearing practices and negative family environments has received considerable attention as an important risk factor in the development of eating disorders among adolescents and the girl child (Leung, Schwartzman, & Steiger, 2000). Specifically, child abuse has been of interest to scholars and clinicians; however, research has focused predominantly on childhood sexual and physical abuse and has virtually ignored the potential influence of Childhood Emotional Abuse (CEA). This current/present study explored the association between childhood emotional abuses and disordered eating (DE) among a sample of individuals (girls) at risk of developing eating disorders. Drawing upon a stress-vulnerability theoretical and trauma theory framework (e.g Rorty & Yager, 2006), the connection between childhood emotional abuse and disordered eating was evaluated in a comprehensive multiple regression and co-relational design in which depression was a factor.
In this study, childhood emotional abuse was defined as verbal assaults on a child’s sense of worth or well-being, or any humiliating, demeaning, or threatening behaviour directed toward a child by an older person; sometimes by colleagues (Bernstein & Fink, 1998). No doubt, when a child undergoes such treatment it leads to depression. Depression could be defined as a mood disorder, characterized by disappointment, self-criticism, low self-concept, sadness, self-defeating belief system, guilt and boredom, lack of interest, feeling of helplessness, lack of meaning in life. It is a kind of giving up, a dysfunctional belief about the self, the world and the future as measured by scores on Radloff (1977) 20-item CES- depression scale. Besides, only research on family development of women (girl child) with eating disorders described these environments as intrusive, overprotective, controlling for anorexics, and chaotic and emotionally cold for bulimics (Bruch, 2003).

**Conceptual model of associations among childhood emotional abuse, alexithymia, general distress, restrictive eating behaviours and attitudes, and bulimic eating behaviours.**

According to stress-vulnerability model of disordered eating (DE) and trauma theory (Rorty & Yager, 2006), the experience of any form of child abuse is thought to lead to boundary violations and trust issues. As the abuse becomes persistent and recurrent, either in the dormitory by senior students or school management or by older persons in the family, it is then associated with a decrease in a child’s self-concept and self-esteem. According to this theory, this diminished sense of self then leads to difficulty in managing strong affect (e.g alexithymia), contributing to the risk of general distress (e.g depression, anxiety) and maladaptive coping strategies in adulthood (e.g eating disorders) (Follette, Ruzek & Abueg, 1998). Nemiah and Sifneos (2000) defined alexithymia as cognitive deficits in identifying and verbalizing emotions and an inability to distinguish between emotional and physical sensations. Very often, this girl child suffers emotional humiliations as such all their efforts are not acknowledged by any standard. These they suffer in the hand of violations and trust issues. As the

**Hypothesis:**
Childhood emotional abuse and eating disorder would neither jointly nor independently predict depression among secondary school girls.

**Method**
**Participants:**
A total of 103 participants were drawn from Girls Grammar School Awkunanaw Enugu Urban using convenience sampling technique. The participants comprising of 48 JSS2 and 55 SS1 students between the ages of 10-17 years with the mean age of 13.5 years and standard deviation of 170.37, were used. They were all Christians, have Igbo cultural background.

Their mean height was 20.2 in (SD=2.82) and mean weight was 50.31 (SD=26.0) and mean weight was 50.31 (SD=26.0). Participants’ self report of their height and weight was used to calculate body mass index (BMI). The mean BMI (kg/m²) was 21.9 (SD=4.03), which is in normal weight range.
Instruments:

1. Three instruments were used namely: Sanders and Becker-Lausen (1995) child abuse and trauma scale—emotional abuse subscale (CATS) the 5-item emotional abuse subscale was used to assess severity of emotional abuse in one’s history. Items begin with the stem, “when I was growing up,” and are followed by items that keep words such as ‘abuse’ to a minimum. The items are rated on a 5-point scale from 1 (never) through 5 (always). The emotional abuse subscale contains items such as “Did your parents ever verbally lash out at you when you did not expect it?” the instrument was validated for use in Nigeria by Ugwu (2000) with the Cronbach’s alpha coefficient of .87 for this CEA subscale.

2. Garner, (1991) eating disorder inventory (EDI): this is a 7-item subscales, of self-report which measures attitudes and behaviours associated with bulimia nervosa (chronic eating disorder) and anorexia nervosa (less appetite). Each item is rated on a 6 point scale from 1 (never) through 6 (always). It has demonstrated a good internal consistency Cronbach’s alpha Co-efficients of α=.73 and .89 for Bulimia and Body Dissatisfaction respectively (Garner, 1991). It has been extensively used with Nigerian sample (Olumste, 2003).

3. Radloff (1977) Center for Epidemiological Studies-Depression Scale (CES-D) 20-item scale for assessing levels of depressive symptomatology in the general population. Items are rated in a 4-point scale from 1-4 with higher scores indicating more severe depression. Questions 4, 8, 12, and 16 reflect positive experience and are scored in the reverse direction. The remaining 16 items reflect negative experience. The participants were asked to report the frequency with which the 20 events were experienced within the previous weeks. CES-D has demonstrated a good internal reliability (r=.88).

Procedure:

After the informed consent of the principal and the hostel mistress was obtained. 150 copies of each of the instruments were produced and distributed to the participants living in the hostel. Day students were not included for this study. Out of these, only 103 were completed correctly, 27 were poorly completed and 15 copies were not recovered and 5 withdrew. 3 research assistants helped the researcher to collect the data. The researcher told the participants that participation was voluntary, and that they were allowed to withdraw. Participants were told that the purpose of the study was to examine the associations among mood, childhood experiences and behaviour.

Design and Statistics:

A co-relational design and multiple regression statistics were used for data collection and analysis.

Result

Table 1

<table>
<thead>
<tr>
<th>Criterion variable</th>
<th>Predictor variables</th>
<th>B</th>
<th>Beta</th>
<th>t</th>
<th>P</th>
<th>Confidence limit</th>
<th>R</th>
<th>R^2</th>
<th>adjusted R^2</th>
<th>F</th>
<th>P</th>
</tr>
</thead>
<tbody>
<tr>
<td>Depression</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Childhood emotional abuse</td>
<td></td>
<td>-.632</td>
<td>-.245</td>
<td>-.55</td>
<td>.01</td>
<td>-1.12 to -.141</td>
<td>.279</td>
<td>.078</td>
<td>.059</td>
<td>4.21</td>
<td>.02</td>
</tr>
<tr>
<td>Eating disorder</td>
<td></td>
<td>-.229</td>
<td>-.122</td>
<td>-1.27</td>
<td>.21</td>
<td>-5.88 to .130</td>
<td></td>
<td></td>
<td></td>
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</tr>
</tbody>
</table>

From the table above, it was observed that childhood emotional abuse and eating disorder jointly predicted depression among secondary school girls of R^2=.078, F (2,102)= 4.21, P=.02 level of significance. These results indicated that there is a significant relationship between the predictor variables (childhood emotional abuse and eating disorder) and the criterion variable (depression), R=.279. That is to say that (childhood emotional abuse with eating disorder accounted for 5.9% of the variation in depression (adjusted R^2=.059).

Moreover, as shown in the table, the regression coefficients for childhood emotional abuse (b) was -.63 (95% confidence interval of -1.12 to -1.41) and eating disorder (b) was -.23 (95% confidence interval of
meaning that the predictor variables negatively correlated with the criterion variable. Hence, population regression coefficients for childhood emotional abuse (t = .59, ns) were negative. Based on the outcomes, the standard regression coefficients indicated that childhood emotional disorder independently predicted depression among secondary school girls leaving out eating disorder.

**Discussion**

The result of this study showed a significant relationship between childhood emotional abuse and eating disorder on depression, hence the hypothesis which stated that childhood emotional abuse and eating disorder would neither jointly nor independently predict depression among secondary school girls were rejected. This is in harmony with Kent, Waller and Dagnan (1999) and Follette, Ruzek and Abueg (1998). Similarly, these findings are also consistent with stress-vulnerability and trauma-based theory. Specifically, one consequence of child abuse is difficulty managing emotions and feelings, a manifestation of which might be alexithymia. This compromised ability to manage affect puts an individual at risk of further general distress. Disordered eating behaviours are efforts to cope with these overwhelming affective states (Dansky, Brewerton, Kilpatrick, & O’Neil, 2000). In the absence of more adaptive strategies, disordered eating could feasibly be a method for coping with intense distress and the experience associated with that distress.

The present findings is also consistent with other studies which found that emotionally abused girl child exhibited anxiety, sleep disturbance, social detachment (Green, 1978), low self-esteem and withdrawal (Martin & Beezley, 1977) and more depressive effect including sadness (Kinard, 1980).

The result may also be as a result of the harsh and inhumane treatments often received from the senior students. It is evident from previous studies that junior students living in dormitories/ hostels are subjected to a myriad of maltreatment behaviours, including physical and emotional abuse and neglect (Dansky, Brewerton & Kilpatrick, 1997) and Eya (1994). Finally, certain characteristics of the sample also suggest limitations. This sample was not representative of either the general population or of the eating disordered and emotionally abused populations. The researcher, then, suggest that it would be useful to replicate this investigation with a larger sample and even male child sample.

**Conclusion**

It can be stated based on the findings of the present study that childhood emotional abuse with eating disorder accounted for depression on the girl child living in the hostel/dormitory. As suggested by the present findings, being a junior student appears to be a vulnerability factor which could predispose to emotionally abused. This implies the need for school managements and parents teachers association (PTA) monitoring the lives/ and activities of the senior students living in the hostel; this will enable or condition the senior students to treat the junior students more humanely, and be more caring, protective and supportive to them.

In the same vein, disordered eating behaviours may be an attempt to cope with overwhelming affect in the aftermath of child abuse suggesting trauma-based theory.

**REFERENCES**


